Qualcomm Corporate Responsibility Report

Our environmental, social and governance (ESG) performance in 2021

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Message from **Our CEO**

What an extraordinary time to step into the role of CEO at Qualcomm! The need for our technologies and products has never been more apparent. Our innovations are transforming industries, improving billions of lives and addressing some of society's biggest challenges. We are enabling a world where everyone and everything can be intelligently connected while promoting sustainable economic growth to help shape a better future for everyone.

This year we continued to face global challenges, including poverty, access to education, digital inclusion, racial and social injustice, the ongoing COVID-19 pandemic and the environmental, social and economic impacts of climate change. That's why it's more important than ever to embrace the tremendous technology opportunity before us and provide innovative solutions to society's biggest challenges.

At Qualcomm, we continue our long history of philanthropic and community involvement when and where it's needed the most.

We're building on our legacy of sustainable innovation and using our technologies to enrich underserved communities and inspire tomorrow's workforce. In 2021, we celebrated 15 years of strategic corporate social impact programs, including Qualcomm® Wireless Reach™ and our partnership with *FIRST*®.

Bringing advanced wireless technologies to people and communities who need it most, Wireless Reach has impacted more than 24 million people, with over 132 projects across 49 countries—a testament to how our leading-edge innovations can accelerate sustainable and inclusive development across the globe.

Our long-standing collaboration with *FIRST* has actively contributed to the development of science, technology, engineering and mathematics (STEM) programs for thousands of young people around the world, engaged hundreds of our employees and brought talent into our workforce pipeline and the ecosystem at large, enabling the students of today become the inventors of tomorrow.

We also pledged to help India—where so many of our fellow employees and friends call home—fight the pandemic through critical hospital infrastructure, medical equipment and supplies.

I am especially proud of our employees for their steadfast dedication, whether working from home or supporting the continuity of our business operations onsite. Our accomplishments are the result of a world-class organization of innovators who are collaborative, resilient and focused on the future. Your health and safety remain our top priority.

We continue to foster diverse, inclusive teams and ensure our programs and policies promote diversity, equity and inclusion. In 2021, we published our Global Inclusion and Diversity Policy and publicly confirmed that worldwide, we provide equitable pay to our employees. We also introduced the Racial Justice Giving Initiative to listen more and involve our employees in our support of organizations driving systemic change in racial justice and equity in the U.S. We are proud to be named on Forbes' Best-In-State Employer and Best Employers for Diversity lists, Human Rights Campaign's Best Places to Work for LGBTQ Equality list and Glassdoor's Best Places to Work list, among others, recognizing that our efforts are having a tangible impact.

At Qualcomm, we believe we can help address the environmental, social and economic impacts of climate change by working together across numerous sectors of society. We set new, ambitious climate goals, including reaching net-zero global greenhouse gas emissions for Scopes 1, 2 and 3 by 2040 and committed to the Science Based Targets initiative's (SBTi) Business Ambition for 1.5°C. With this report, we also mark 15 years of annual corporate responsibility reporting and are proud to be included in the Dow Jones Sustainability North America Index, which is comprised of companies that are leading in ESG performance and disclosure, and to be ranked among Newsweek's list of America's Most Responsible Companies for the third consecutive year.

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

We have what it takes to continue making the impossible possible—the best and most talented team in the industry, proven technology leadership with a strong heritage in wireless communications and high-performance, efficient computing and a relentless drive to make a positive difference in the world. We will continue to invest in our leading product and technology roadmap to empower people, transform communities and protect the planet for years to come. I am proud to serve as Qualcomm's CEO and excited for the future ahead of us.

Cristiano Amon
Chief Executive Officer

About **Qualcomm**

About Qualcomm

Qualcomm* is the world's leading wireless technology innovator and the driving force behind the development, launch and expansion of 5G.

When we connected the phone to the internet, the mobile revolution was born. Today, our foundational technologies enable the mobile ecosystem and are found in every 3G, 4G and 5G smartphone. With our one technology roadmap we bring the benefits of mobile to new industries at the connected intelligent edge, including automotive, edge networking and the Internet of Things (IoT), and are leading the way to a world where everyone and everything is intelligently connected.

Throughout our history, we've made the "impossible" possible. The expansion of 5G is just one example, inspiring new inventions that help enable our customers and partners to create technologies we've yet to imagine. When we break through, the ecosystem leaps forward and the world benefits by the competitive options that emerge.

Our products are revolutionizing industries beyond mobile, including automotive, computing and the IoT. They're enabling connections between millions of devices in ways never imagined. Our inventions are helping create a renewed livelihood for many people and allowing us the honor of enriching lives.

Our Qualcomm CDMA Technologies (QCT) Production Model

Other than for our RF front-end modules and RF filter products (described below), QCT utilizes a fabless model, which means that we do not own or operate foundries for the production of silicon wafers from which our integrated circuits are made. Therefore, we primarily rely on third parties to perform the manufacturing and assembly, and most of the testing, of our integrated circuits based primarily on our proprietary designs and test programs. Our suppliers are also responsible for the procurement of most of the raw materials used in the production of our integrated circuits. The majority of our foundry and semiconductor assembly and test suppliers are located in the Asia-Pacific region.

QCT primarily uses internal fabrication facilities to manufacture certain RF front-end modules and RF filter products, and its manufacturing operations consist of front-end and back-end processes. The front-end processes primarily take place at manufacturing facilities located in Germany and Singapore and involve the imprinting of substrate wafers with the structure and circuitry required for the products to function (also known as wafer fabrication). The back-end processes include the assembly, packaging and test of RF front-end modules and RF filter products and their preparation for distribution. The back-end manufacturing facilities are located in China and Singapore.

Revenue in Fiscal 2021

$27.0b

QCT Qualcomm CDMA Technologies

QCT is a leading developer and supplier of integrated circuits and system software based on 3G/4G/5G and other technologies for use in wireless voice and data communications, networking, computing, multimedia and global positioning systems products.

$6.3b

QTL Qualcomm Technology Licensing

QTL grants licenses or otherwise provides rights to use portions of our intellectual property (IP) portfolio.

$45m

QSI Qualcomm Strategic Initiatives

QSI makes strategic investments primarily through our Qualcomm Ventures arm that are focused on expanding or opening new opportunities for our technologies as well as supporting the design and introduction of new products and services (or enhancing existing products or services).

$182m

Other

Other revenues included revenues from non-reportable segments and the release of a variable constraint against revenues not previously allocated to our segment results.

*References in this presentation to "Qualcomm" may mean Qualcomm Incorporated, Qualcomm Technologies, Inc., and/or other subsidiaries or business units within the Qualcomm corporate structure, as applicable. Qualcomm Incorporated includes our licensing business, QTL, and the vast majority of our patent portfolio. Qualcomm Technologies, Inc., a subsidiary of Qualcomm Incorporated, operates, along with its subsidiaries, substantially all of our engineering, research and development functions, and substantially all of our products and services businesses, including our QCT semiconductor business.

Qualcomm for Good

Qualcomm for Good is our commitment to being a responsible corporate citizen. It's about integrating sustainability into our business and using our breakthrough technologies to make the world a better place.

The success of our business is fundamentally connected to the well-being of our people, the planet and the world. As we push what's possible and relentlessly ask "What if?", we work to ensure that our innovations are helping shape a better future while also positioning our Company for sustained commercial success.

The world is becoming increasingly connected. We have an unprecedented opportunity to build on our legacy of sustainable innovation and use our breakthrough technologies to tackle global challenges, inspire tomorrow's workforce and make a positive difference for decades to come.

Our priorities include four areas where we believe we can make the greatest impact and ensure the long-term success of our business.

Purposeful Innovation: We invent breakthrough technologies that enable life-changing products and experiences.

Responsible Business: We uphold the highest level of integrity and privacy protection with responsibly designed products, respect for human rights and managing environmental impact.

Our People: We promote equality to make Qualcomm an inspiring and inclusive workplace that advances the development of leading-edge technologies.

STEM Education: We inspire the next generation of innovators to develop the workforce in STEM-based careers.

These corporate responsibility priorities integrate our key focus areas: Purposeful Innovation, Inclusion and Diversity, Ethics and Governance, Sustainable Product Design, Privacy and Security and Public Policy and Regulation.

Our Corporate Responsibility Governance

Everyone is responsible for Corporate Responsibility at Qualcomm. We've integrated corporate responsibility throughout our Company, from our daily operations to our executive leadership and our Board of Directors (the "Board"). Our governance structure exists to facilitate accountability, transparency and the ongoing improvement of our programs.

The Governance Committee of the Board provides oversight on corporate responsibility matters, including ESG topics. Also, the HR and Compensation Committee of the Board provides guidance to management on policies, programs and initiatives focusing on diversity and inclusion. Our Corporate Responsibility Leadership Committee reports at least annually on the Company's corporate responsibility and ESG policies, programs, initiatives and reporting to the Governance Committee of the Board. Our Corporate Responsibility Leadership Committee is composed of executives and senior management from across the Company, including human resources, legal, government affairs, supply chain, ethics and compliance, investor relations, operations and finance. Our Leadership Committee provides guidance on global corporate responsibility issues that are most important to Qualcomm and our key stakeholders so that corporate responsibility remains a central and visible component of our business strategy.

Our Corporate Responsibility Governance Committee implements directives from the Leadership Committee into company-wide programs, measures progress on our goals and reports accomplishments and challenges. This Committee includes managers and other subject-matter experts from across our Company such as investor relations, supply chain management, inclusion and diversity, STEM education, environmental sustainability, health and safety and legal, among others.

Diversity of our Board of Directors

Our Board values insights brought through a broad range of perspectives, including diversity in professional experience and competencies, and diversity in gender and racial, ethnic and national backgrounds. Our Board will continue to contribute extensive financial, digital transformation, technology, marketing and international expertise among others, as well as fresh perspectives, to our boardroom.

The Governance Committee of the Board is responsible for reviewing the appropriate skills and characteristics required of Board members in the context of prevailing business conditions and the composition of the Board. Diversity with respect to gender, race and ethnicity, including individuals from underrepresented communities, is one of the criteria considered in the selection of director nominees. Additionally, as part of its efforts to create a diverse Board, the Governance Committee will include, and instruct any search firm it engages to include, women and individuals from underrepresented communities, in the pool of candidates from which the Governance Committee selects director nominees.

Recognizing that Board composition may be affected by departures, including from unexpected circumstances, in 2021, the Board added a new composition target:

"The Board aspires to maintain a diverse composition in which, generally, at least three of its members are women and at least three of its members are from underrepresented communities."

Our Approach to Stakeholder Engagement

Conversations with our key stakeholders are essential to assuring that our corporate responsibility strategy, priorities and efforts align with the current needs of our business and meet the expectations of the people, organizations and communities that have an interest in our Company. Our primary stakeholder groups are our employees, investors, customers, suppliers, governments and communities where we operate, including civil society and non-governmental organizations (NGOs).

We are committed to transparency in our engagements with stakeholders to develop trusted and constructive relationships. We consistently seek ways to better communicate and obtain feedback on a variety of topics.

The following chart is meant to provide illustrative, not exhaustive, examples of our stakeholder engagement practices and topics in 2021.

Stakeholder	How We Engage	Examples of Engagement in 2021
Communities (including Civil Society and NGOs)	• Corporate citizenship partnerships and programs • Qualcomm Foundation and philanthropic events, including employee volunteering • Corporate website and social media • Participation in conferences and forums • Strategic engagement and consultation on specific issue areas • Neighbor relations officers at our three manufacturing facilities	Launched the COVID-19 Community Relief Fund Developed a virtual employee volunteering portal to help employees safely continue to be active in their communities Held a Racial Justice Giving Initiative for NGOs and non-profits across the U.S. Sponsored research in partnership with students and educators and promoted invention, IP and patent development through our Qualcomm® Thinkabit Lab™ program Convened a roundtable with local stakeholders on the co-location plan for our multi-use space in a local Munich neighborhood
Customers	• Business unit direct engagement and meetings • Customer satisfaction surveys • Participation in conferences, customer product launches and trade shows • Product launch events	Hosted *Automotive Redefined: Technology Showcase*, a digital event showcasing the very latest advances and trends in connected car technology Met with customers to confirm that we are addressing customer needs and challenges Reached out via surveys to over 1,250 respondents in companies across 28 countries to gain customer insights and feedback President and CEO Cristiano Amon gave a powerful keynote speech on 5G's impact on society in the coming decade at the 2021 Mobile World Congress
Employees	• Employee engagement surveys • Quarterly All Hands Meeting with executives, including a live Q&A session • Human Resources (HR) Hub portal • Employee Networks • Business Conduct Hotline	Sought input, through employee surveys, from every employee at least once during the year Introduced the Work+Well, Live+Well program to provide practical tools in support of work from home and work-life balance Provided professional development through mentorship programs and educational training opportunities Integrated employee perspective in our fourth materiality assessment to guide our related activities and reporting Supported the growth of our eight employee networks, promoting the professional growth of our employees and fostering inclusion and diversity at Qualcomm

Our Approach to Stakeholder Engagement *(continued)*

Stakeholder	How We Engage	Examples of Engagement in 2021
Governments and Regulators	• Meetings with elected officials, heads of state and relevant policy-influencers • Leadership in trade associations and industry groups • Attendance and presentations at forums and conferences • Participation in U.S. government educational hearings	Provided expert testimony at a congressional hearing of the U.S. House Communications & Technology Subcommittee on spectrum and 5G adoption Commissioned research from the Institute for Women's Policy Research on how to overcome the gender and racial patenting gap to drive innovation Organized 5G technical trainings in collaboration with the US Telecommunications Training Institute (USTTI) catering to regulators from Africa and the Middle East Actively participated in multiple international organizations, such as the International Telecommunication Union (ITU), World Economic Forum and World Semiconductor Council Maintained CEO-level leadership position in the Semiconductor Industry of America and The Business Roundtable, among others
Investors and Shareholders	• Annual Stockholder Meetings • One-to-one meetings on specific topics • Responding to surveys from ESG research and rating agencies • Quarterly earnings conference calls	Conducted individual outreach to our top investors by offering meetings to discuss our performance, including on ESG issues, with an integrated team composed of Chair of the Board, Chair of the HR and Compensation Committee, and a member of our management team Completed an Investor Perception Audit to better understand investor ESG priorities and preferences on how we communicate our progress Engaged in discussions with several investors specifically on our performance and approach to ESG management
Suppliers	• Supply Chain team direct engagement through various means (meetings, email, etc.) • Surveys • Webinars, workshops and trainings • Responsible Business Alliance (RBA) analysis tools • RBA Validated Assessment Program (VAP) audits • Supplier Code of Conduct • Business Conduct Hotline	Held quarterly quality review meetings with primary manufacturing suppliers, covering a range of topics including supplier sustainability Engaged directly with a supplier who had an environmental priority non-conformance identified during an RBA VAP audit to discuss the root cause and ensure thorough and prompt corrective action Continued our support of the Qualcomm Taiwan Sustainability Collaboration Project to promote renewable energy development across the semiconductor supply chain Maintained our Supplier Diversity Program, which promotes participation of small and diverse businesses when sourcing suppliers, including minority, disadvantaged, woman-owned, veteran-owned, disabled-owned, businesses situated in a HUBZone, and all other related socio-economic subsets

In addition to meetings, perception surveys and other direct and indirect engagement practices, we have several online channels that provide opportunities for different stakeholders to provide us with valuable and ongoing input about our corporate responsibility efforts.

Our corporate responsibility webpage provides additional information not found in this annual report and allows all external stakeholders to ask direct questions of our team. We respond to messages on a wide range of issues related to our corporate responsibility strategy and overall performance. You can reach us at qsr@qualcomm.com.

We also receive and respond to messages and feedback through our social media channels. Follow @QualcommforGood on:

Twitter LinkedIn Facebook Instagram

Stakeholder Engagement Through Materiality Assessments

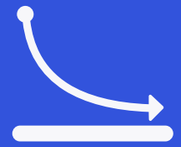
We regularly engage expert, third-party firms to conduct materiality assessments, which identify and prioritize the corporate responsibility impacts, risks and opportunities we address to help ensure long-term business success. As part of the materiality assessment process, Qualcomm systematically engages stakeholders through interviews and surveys to capture a wide range of perspectives. Recognizing that stakeholder priorities shift over time, we closely monitor our top issues for emerging developments and adjust reporting and programmatic efforts accordingly.

Our Goals

2025 Goals

Enrich the lives of **27 million people** by continuing to bring technology to underserved communities around the world through Qualcomm® Wireless Reach™.

Ensure **100%** of our primary semiconductor manufacturing suppliers are audited every 2 years for conformance to the Supplier Code of Conduct.



Reduce absolute Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions by **30%** from our global operations compared to a 2014 base year.

Continue to inspire the next generation of inventors by engaging **1.5 million students** and teachers across the globe in our strategic STEM initiatives: our home-grown Qualcomm® Thinkabit Lab™, our collaboration with *FIRST*®, and our STEM community partnerships.

Increase Representation of Women in Leadership* by **15%.**

Increase Underrepresented Minorities (URM**) Leadership representation by **15%.**

Increase overall URM representation by **20%.**

Reduce power consumption by **10%**, every year***, in our flagship Snapdragon® Mobile Platform products.

2030 and 2040 Goals

Reduce absolute Scope 1 and 2 GHG emissions by **50%** by 2030 from a 2020 base year.

Reduce absolute Scope 3 GHG emissions by **25%** by 2030 from a 2020 base year.

Reach **net-zero** global GHG emissions for Scopes 1, 2 and 3 by 2040.

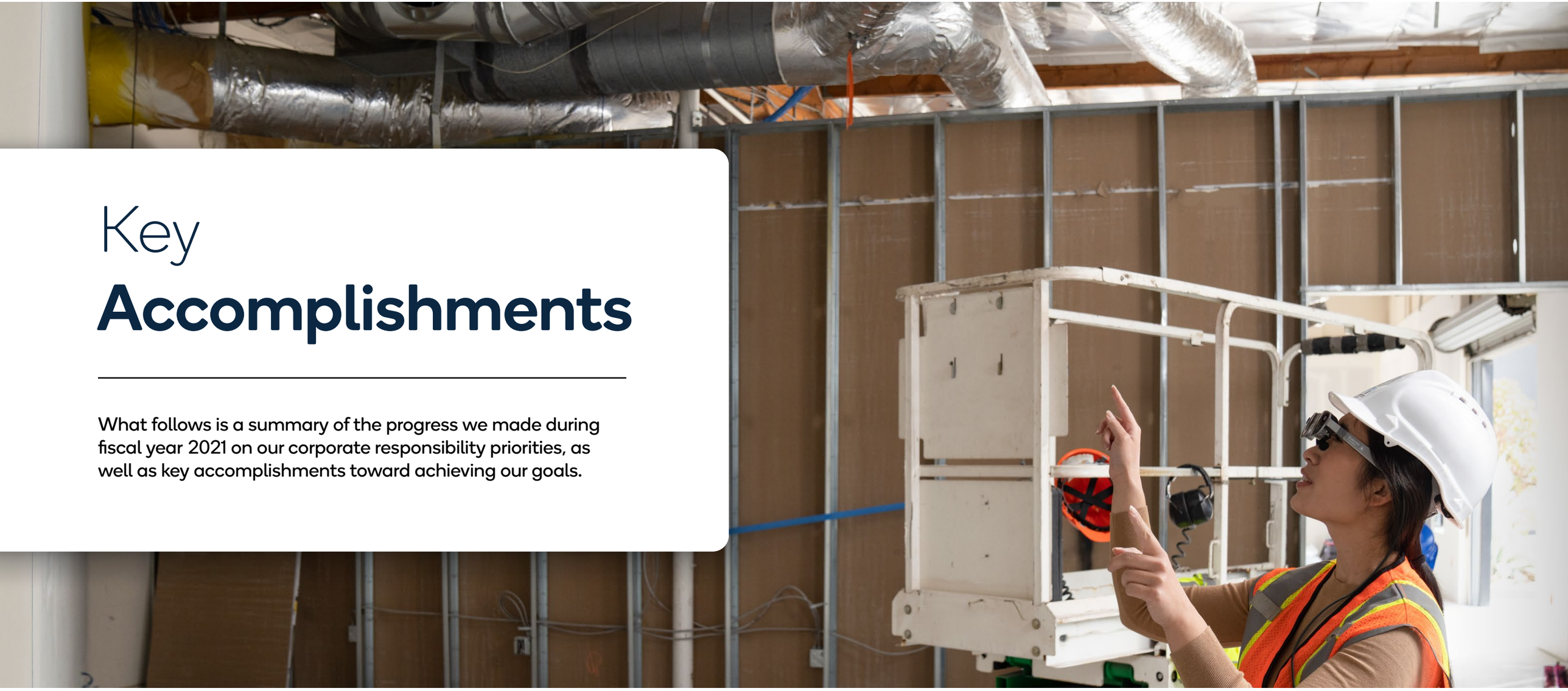
*Leadership is defined as individuals at the Principal and above level in technical roles, and Director and above in non-technical roles.
**For technical positions, "URM" includes Black, Latinx, Native Hawaiian or other Pacific Islander, and American Indian or Native American. For non-technical positions, "URM" includes Black, Latinx, Native Hawaiian or other Pacific Islander, American Indian or Native American, and Asian.
***Given equivalent features.
Snapdragon is a product of Qualcomm Technologies, Inc. and/or its subsidiaries.

Our Awards and Recognitions

In a time when our breakthrough technologies are the foundation for life-changing products, experiences and industries, we believe we have a significant opportunity to positively change the world. But how we do this is what truly defines us. Qualcomm has a long-standing reputation for conducting business with unquestioned integrity, being a great place to work, developing solutions for a sustainable world and much more. The awards and recognitions we obtain reflect our steadfast commitment to continue to advance on our path to achieving our 2030 Vision.

The following are select awards and recognitions that we have received during the last three years (2021-2019).

- **3BL Media 100 Best Corporate Citizens:** 2021
- **Newsweek, America's Most Responsible Companies:** 2022, 2021, 2020
- **Fortune, Change the World List:** 2020, 2019
- **Human Rights Campaign Corporate Equality Index:** 2021
- **Disability:In, Best Place to Work for Disability Inclusion:** 2020, 2019
- **Dow Jones Sustainability Index (DJSI), North America:** 2021, 2019
- **Fast Company, Most Innovative Companies:** 2021, 2020, 2019
- **Forbes, Global 2000:** 2020, 2019
- **Forbes, World's Best Employers:** 2020, 2019
- **Forbes, Top 100 Digital Companies:** 2020, 2019
- **Forbes, America's Best Employers:** 2020, 2019
- **Forbes, America's Best Employers for Diversity:** 2021, 2020, 2019
- **Forbes, America's Best-In-State Employers:** 2021
- **Glassdoor, Best Places to Work:** 2022, 2021
- **Investor's Business Daily, Best ESG Companies:** 2021
- **IoT Breakthrough Awards:** 2021
- **Women Engineer Magazine, Top 50 Employers:** 2021, 2020, 2019
- **Working Mother & Avtar Best Companies for Women in India & Most Inclusive Companies Index:** 2020, 2019
- **Fortune, World's Most Admired Companies:** 2020, 2019
- **FierceWireless, Rising Stars in Wireless:** 2020, 2019
- **Derwent, Top 100 Global Innovators:** 2020, 2019
- **Athena San Diego, Pinnacle Awards, Individual in Technology:** 2020, 2019
- **National Society of Black Engineers (NSBE), Chairman Award Diversity and Inclusion:** 2020, 2019
- **CES, Innovation Awards:** 2021, 2019
- **TelecomLead, Innovation Leaders Award:** 2020
- **Thomson Reuters, Top 100 Global Technology Leaders:** 2020
- **Society of Hispanic Professional Engineers (SHPE), Star Award for Diversity:** 2020
- **San Diego Women of Influence Award:** 2020
- **Secretary of Defense Employer Support Freedom Award:** 2020
- **San Diego Business Journal, Most Influential Women in Finance:** 2020
- **GSMA, Global Mobile (GLOMO) Awards, Disruptive Device Innovation award:** 2020
- **Mobility 100, 30 Coolest Mobile Hardware Companies:** 2019
- **Forbes, World's Most Innovative Companies:** 2019
- **GSMA, GLOMO Awards, 5G Leadership Award:** 2019
- **Compass, Intelligence Award:** 2019
- **Women in Technology Leadership Awards:** 2019
- **Institute of Electrical and Electronics Engineers (IEEE), Women in Engineering Award:** 2019
- **San Diego Business Journal, CEO of the Year:** 2019
- **LinkedIn, Top Companies Where India Wants to Work Now:** 2019

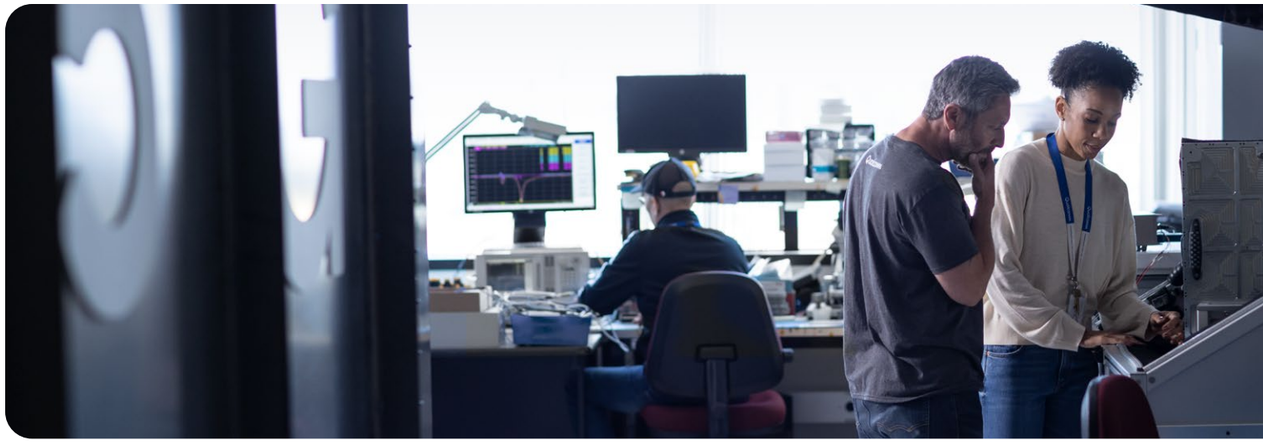


Key Accomplishments

What follows is a summary of the progress we made during fiscal year 2021 on our corporate responsibility priorities, as well as key accomplishments toward achieving our goals.

Purposeful Innovation

Inventing technological breakthroughs that are taking on some of the world's biggest challenges.



We invent foundational technologies that transform how the world connects, computes and communicates. With a long-standing R&D focus, $73.1 billion in cumulative research and development spend, over 140,000 patents and patent applications, and more than 35 years of innovation in chipsets, software, services and integrated platform solutions, we create foundational technologies that revolutionize the way people connect.

We design platforms, tools and services that help original equipment manufacturers (OEMs) and developers bring those technologies into products and create experiences that change the way we live and work. And we do this at scale – empowering technologically advanced, in-demand end products across a range of industries – from automotive to healthcare, from smart classrooms to smartphones to smart cities, and everything in between.

These breakthroughs have profound impacts – from helping bring healthcare directly to the patient and making education more accessible, even for those living in remote areas, to helping improve global infrastructure so our cities, transportation hubs and factories can work smarter and more efficiently – greater connectivity benefits the greater good.

In This Section:

5G's full economic effect will likely be realized across the globe in 2035 – supporting a wide range of industries and potentially enabling up to **$13.1 trillion** in global sales activity.[1]

Wireless Reach has impacted a cumulative **24 million people**, with over **132 projects** across **49 countries.**

[1] The 5G Economy in a Post-COVID-19 Era

Transforming Connectivity

We believe that 5G is the connectivity fabric that will weave everything and everyone together. 5G will generate significant economic growth and resilience, drive numerous industry transformations and sustainability benefits through digitization, and ultimately enrich lives across the globe.

5G's outsized overall impact is predicated on its revolutionary technical capabilities, which include three major advances over previous generations of cellular connectivity. The first is enhanced mobile broadband. It makes our smartphones faster, more reliable, and enables applications like augmented reality (AR) and virtual reality (VR). Next are mission-critical services such as automated vehicles or remote intensive care units that utilize the

improved reliability and low latency of 5G for remote control of critical infrastructure, vehicles and medical equipment. And, finally, we're using 5G innovation to enable massive Internet of Things (mIoT) that seamlessly connects virtually everything from smart home devices to smart cities. Best of all, a defining capability of 5G is that it is designed for forward compatibility – the ability to flexibly support future services that are unknown today.

Despite the global economic turmoil caused by COVID-19, technological innovation is contributing to a timely economic recovery and we believe will continue to drive prosperity in a post pandemic era. 5G is vital to this evolution.

According to the landmark 5G Economy study published by IHS Markit, 5G's full economic effect will likely be realized across the globe in 2035 – supporting a wide range of industries and potentially enabling up to $13.1 trillion in global sales activity.[1]

The study also revealed that the 5G value chain (including OEMs, operators, content creators, app developers and consumers) could alone support up to 22.8 million jobs. And, because there are many emerging and new applications that will still be defined in the future, only time will tell what the full "5G effect" on the economy is going to be.

Furthermore, mobile technologies at large deliver sustainability benefits. 5G networks are more energy efficient per traffic unit than 4G networks, helping reduce carbon emissions from mobile networks by 50% over the next 10 years.[2] For instance, network architectures with centralized functions (e.g., via open RAN technology) allow locating the network functions at centralized sites with easier access to renewable energy sources, as well as better resource multiplexing/pooling. 5G can also help to reduce pollution. For example, a 5G drone using artificial learning and machine learning to perform targeted weed eradication can reduce pesticide and herbicide usage by 50%.[3] And a 5G enabled intelligent transportation system can lead to 15% less traffic and as a result pollution emitted by vehicles.[4]

Because 5G enabled devices are developed to have a longer battery lifetime compared to previous technologies, they contribute to increases in energy efficiency and productivity, which not only delivers sustainability benefits, but cost benefits too. In agriculture, 5G sensors equipped with long battery life and the ability to connect remote locations can monitor many types of equipment and conditions such as, tank levels, soil moisture and chemical content. This can then reduce truck roll expense related to replenishment and can optimize schedules for watering and the application of fertilizer.[5]

Nowhere is this better demonstrated than in our Snapdragon Mobile Platform – one of the more widely used in the world. Between Snapdragon 850, 855 and 860 generations, we improved the modem's power efficiency by 20% with each iteration, more than overcoming the jump in power demanded by the underlying radio technology. The efficiency and power-savings advances in each processor functional block add up to considerable potential battery run time savings:

- Connectivity – Smartphones powered by Snapdragon are always connected[6] while minimizing power consumption. In any given smartphone powered by Snapdragon, there are various Qualcomm Technologies wireless solutions designed to allow you to access the internet, your Internet of Things (IoT) devices at home, GPS, and other devices. That means a single Snapdragon platform can deliver Wi-Fi, Bluetooth®, location, and of course, 5G connectivity – in most cases, all day long.[7]

What's more impressive is that we've been able to scale throughput speeds and technological advances (i.e., 3G, 4G and now 5G) with minimal negative impacts to battery life.

At the heart of our latest Snapdragon connectivity solutions is the 5G Modem-RF System. We are in our 4th generation 5G Modem-RF technology – after many years of inventing, standardizing and refining 5G technology. We have a comprehensive 5G Modem-RF System in which baseband, RF transceiver, RF front-end and millimeter wave antenna modules work together to implement advanced techniques that not only are designed to deliver superior cellular speeds and coverage, but also cutting-edge power-efficiency so your battery can last an entire day.

Also inside Snapdragon is the Qualcomm® FastConnect™ subsystem, supporting Wi-Fi and Bluetooth connectivity. With Wi-Fi, we're embarking on speeds that are unprecedented and utilizing tri-band technology (Wi-Fi 6 and 6e) to free up network congestion. With the latest Bluetooth 5.2 specification, a Snapdragon device can connect to the many accessories people carry with them (smartwatch, earbuds, headphones, etc.) quickly and provide long-lasting battery life.

[1] The 5G Economy in a Post-COVID-19 Era
[2] The Impact of 5G on the European Economy
[3] Croplife International Stewardship Guidance for use of Unmanned Ariel Vehicles (UAVs) for Application of Crop Protection Products
[4] Alibaba Cloud: 'City Brain' Lowers Traffic Congestion Rate by 15% in Sichuan Province
[5] O2 reveals vision for a greener, connected future: 5G to play key role in building a greener economy
[6] Requires network connectivity
[7] Battery life varies significantly with settings, usage, and other factors.

- Graphics Processing Unit (GPU) – Qualcomm® Adreno™ GPU is one of the most power-efficient graphics IPs in the mobile industry. This year, our Adreno GPU achieved the biggest year-on-year leap in graphics-rendering performance with a 35% improvement in performance while focusing on sustainable and usable performance, and adding new cutting-edge features. To date, we've shipped over 2.5 billion Adreno GPUs and have powered a new breed of gaming smartphones.
- Artificial Intelligence (AI) – AI augments many smartphone capabilities, operating behind the scenes to make your experiences natural and virtually seamless. It recognizes your voice and fingerprint to unlock your device. It helps you take better pictures and select the best one. It helps you to message faster by predicting your next words. It translates text and audio to different languages in real time for smooth communication. In short, AI has become an important feature over the years for smartphones, and the need for additional AI processing that consumes less energy is growing.

  We invested early in AI R&D, and today, our AI technology enables more than one and a half billion devices.[8] Our system approach allows us to zero in on energy efficiency here too, by optimizing across AI hardware, software and algorithms to help reduce power consumption. Currently, we're on our 8th generation Qualcomm® AI Engine, which offers the highest TOPS performance on mobile at ultra-low power consumption. With AI processing demands rapidly increasing, we're relentlessly rethinking the way AI workloads can achieve higher performance without sacrificing power.

Transforming Industries

The need for connectivity in every facet of society has never been more pressing than it is right now. More than just imagining new possibilities, people all over the world are now working beyond the office, learning beyond the classroom and experiencing healthcare beyond the traditional doctor's office or clinic.

Smart Transportation

Designed specifically for transportation, Qualcomm® Cellular Vehicle-to-Everything (C-V2X) solutions, which include vehicle-to-vehicle (V2V), vehicle-to-infrastructure (V2I), vehicle-to-pedestrian (V2P) and vehicle-to-network (V2N) communication, can complement use of 5G networks and provide short-range connectivity for low-latency, safety-critical and mobility-benefiting applications. Together, these communications technologies can reshape the transportation sector by decreasing road incidents for safer travel and improving traffic efficiency for lower greenhouse gas emissions.

Many within the automotive industry believe that the widespread use of C-V2X could potentially save thousands of lives and prevent hundreds of thousands of collisions every year by supporting safety applications for drivers, pedestrians, cyclists and roadway workers. For example, Red Light Violation Warnings (RLWV) that notify drivers when their vehicle is likely to run a red light have been shown to reduce fatalities and injuries on urban roads by 3.8% and 7.0%, respectively.[9]

Additionally, crashes and other non-recurring incidents account for about half the congestion problem in some parts of the world. Hence, there is a direct line between safety and sustainability.

[8] IDC Mobile Phone Tracker, 1Q2019
[9] Support study for impact assessment of cooperative intelligent transport systems
Qualcomm Adreno, Qualcomm AI Engine and Qualcomm C-V2X are products of Qualcomm Technologies Inc. and/or its subsidiaries.

Once vehicles are connected to everything around them, transportation systems may be able to support new services that could help improve trip planning, mode choices and traffic efficiency – enhancements that can lower emissions and reduce fuel consumption, for example:

- **Dynamic route planning** for better decision making in situations where traffic congestion can be avoided
- **Real-time sharing of local data** between infrastructure and vehicles (for instance, HD maps) to improve traffic flow and parking for a more efficient journey
- **Smart traffic management systems** that use sensor data and modeling to manage real-world traffic and mitigate congestion
- **Sensor data sharing** between vehicles and the infrastructure for more predictable and coordinated driving while enhancing road safety

Making cities and regions more sustainable will take more than just smarter, more efficient transportation systems, it will also require connected mobility solutions that support more informed, personalized travel options. Whether it's a business operating freight trucks during off-peak hours or an individual choosing an alternate route to shorten travel times, services that come from connected, digitized transportation systems can inform better choices that can lead to even greater reductions in emissions and energy usage. In an environment where all road users and traffic management systems are connected, every use case that helps to improve efficiency is an incremental step toward a more sustainable future.

Smart Cities

Designed specifically for logistics, construction and smart city spaces, Qualcomm® Smart Cities Accelerator Program and Qualcomm® IoT Services Suite enable ecosystem members to create and deploy smart applications in these verticals. Smart Cities and Spaces as-a-Service can deliver solutions for smart lighting, signage, parking and more for the accelerated development of smart cities and smart spaces. Construction Management as-a-Service prioritizes construction safety and digital management of construction sites, focusing on worker safety. Logistics as-a-Service enables digital, end-to-end logistical chain management from teams to inventory.

To exemplify our Smart Cities IoT as-a-Service, we launched the Qualcomm Smart Campus in San Diego, which exhibits a real-life use case of commercially available, end-to-end solutions. Replicating a city environment in a campus, the Qualcomm Smart Campus includes a 5G network and a variety of intelligent capabilities, including smart parking, lighting, transportation, logistics, trash cans and edge-AI cameras for security. The Qualcomm Smart Campus is equipped with intuitive end-user applications and corresponding command and control center that serves as the "nerve center" of the campus, providing complete operational visibility across entire networks of connected sensors and IoT devices in real-time – viewable from a comprehensive dashboard. These solutions can be reimagined and replicated across multiple industries to address challenges and needs for particular spaces and communities.

Qualcomm Smart Cities Accelerator Program is a program of Qualcomm Technologies, Inc. and/or its subsidiaries. Qualcomm IoT Services Suite is a product of Qualcomm Technologies, Inc. and/or its subsidiaries.

Smart Agriculture

At Qualcomm, we collaborate with NGOs, governments and other public and private organizations to demonstrate how mobile technology can improve social and economic development in underserved regions. We support smart agriculture programs that showcase the power of technology to help end hunger, improve food security and nutrition, promote sustainability and improve livelihoods.

The agricultural industry is central to China's poverty elimination efforts and its rural revitalization strategy. As part of our ongoing support of these strategic initiatives, Wireless Reach is collaborating with the China Foundation for Poverty Alleviation (CFPA) on a smart agriculture program. We're bringing together IoT, mobile internet and cloud computing technology to help traditional agricultural cooperatives compete in the digital age, which is intended to drive industrial and rural revitalization in four impoverished counties.

The intelligent system uses sensors and other equipment powered by our technology to monitor, collect and analyze farm-specific data that farmers can use to inform their production and quality control decisions. Cooperative associations and farmers can access the data through a mobile app. Having accurate, precise, real-time data about air temperature, humidity, soil quality and insects at their farms helps farmers determine the best times to plant and harvest and how to irrigate and fertilize more efficiently. The expected results: increased crop yields, reduced environmental impact and income growth for farmers and agricultural cooperatives. As of April 2021, the smart system has been deployed at a mango farm and red rice field in two rural counties.

The 5,000 farmers who are projected to participate in this program will also be provided with training to improve their skills in e-commerce operations, marketing and promotion, brand building and supply chain management.

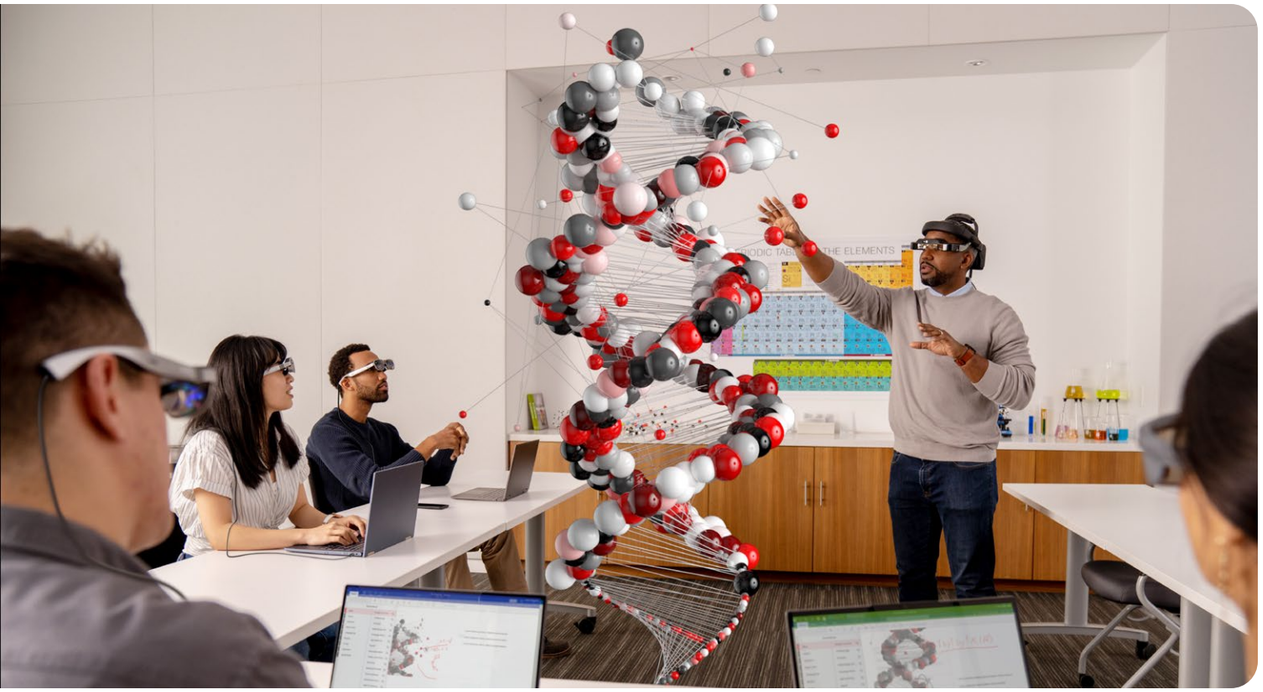
Similarly, farmers in India are using the Wireless Reach funded FarmPrecise mobile app to improve various aspects of their farming operations, help reduce risks to their crops related to climate change and weather uncertainty and increase their incomes. Developed by Watershed Organisation Trust (WOTR), this mobile app empowers farmers with personalized information for making decisions that are appropriate, timely and beneficial for their specific farm, crops, business and the environment. The objective of the mobile app is to help reduce costs, increase crop yield, mitigate risks from erratic weather and promote farming practices for long term environment and livelihood sustainability.

Farmers enter information about their crops, soil and sowing dates into FarmPrecise. The app then uses that information to generate advisories tailored to each farmer's crops and farm-specific conditions. Advisories provide guidance for good

field management and environmentally friendly practices from irrigation to pest management to which fertilizers to use and recommended doses. FarmPrecise provides five-day weather forecasts to help farmers plan, and it responds to changes in weather conditions with updated weather-based advisories.

Among the app's most popular features are a diary for accurately tracking income and expenses, a community forum to ask questions and commodity prices from various agricultural markets that enable the farmer to decide when to sell their produce to obtain the best price. The user-friendly features are driving engagement and usage has increased over two-fold in a year.

FarmPrecise is currently deployed in three states in India — Maharashtra, Telangana and Madhya Pradesh — is available in four languages, provides advisories for 25 different crops and has been downloaded more than 48,000 times.



Smart Healthcare

At Qualcomm, we invented the foundational technologies that makes connected healthcare, in all its forms, possible. To power the exponential growth of telehealth and telemedicine, Qualcomm Connected Healthcare collaborates with industry-leading healthcare companies to innovate and develop scalable end-to-end technologies for a variety of healthcare services in order to enhance virtual interaction across the medical infrastructure. This collaborative approach helps to break down barriers by making it more cost effective for hospitals and care providers to implement a connected health solution. Our technology solutions feature advanced connectivity, low-power compute capabilities, the flexibility to implement a variety of AI use cases, as well as the ability to utilize input technology in camera/video applications and voice/audio technologies.

Our products are integrated in healthcare solutions such as remote patient monitoring and medication monitoring, chronic disease management, prevention and wellness, aging in place, connected imaging, patient re-admission management, at-home medical and tele ICU.

Also, security-rich 5G connectivity can empower doctors and healthcare providers to do more for their patients remotely than has ever been possible. The use of 5G connectivity to diagnose and treat people who need care remotely can have tremendous impacts on access to health care and help narrow the urban-rural divide.

Within the healthcare space, our technology is also used to provide a reliable solution for the safe and timely delivery of vaccines in low- and middle-income countries. The COVID-19 pandemic has shed light on important cold chain management requirements for vaccines, previously mostly known only to the scientific community. Most vaccines must be continuously stored at cold temperatures to maintain their potency. Some COVID-19 vaccines have specific cold chain requirements, starting with the temperature of the storage unit at the vaccine manufacturing plant and extending all the way through transport and delivery, storage, handling at the provider facility and vaccination.

Developed through close collaboration between Nexleaf Analytics and VVDN Technologies with additional expertise provided by Qualcomm engineers, ColdTrace X is an innovative wireless solution designed to equip countries to monitor their cold chain systems effectively and protect the potency of life-saving vaccines. It provides a robust and affordable solution for governments to have real-time visibility into how their cold chain is performing. A widely cited WHO/UNICEF statement found 55% of cold chain equipment in low- and middle-income countries is poorly performing or non-functional.[10] This innovation is particularly valuable now to safely distribute COVID-19 vaccines and for routine infant immunizations for diseases like measles, polio and pneumonia.

ColdTrace X uses temperature sensor nodes, Bluetooth and cellular technology to continuously monitor temperatures inside vaccine refrigerators and cold rooms, send SMS alerts when temperatures move out of the required range and collect high-quality data that can be used to remotely diagnose refrigeration problems, arrange for maintenance and verify repairs. The system's base station offers battery life that lasts up to seven days, ensuring continuous operation in the event of a connectivity or power disruption and the ability to store data for several months. Training is provided for cold chain handlers to ensure that they understand and can use the data and analytics generated by the system. Currently, data from several devices is being used in conversations around COVID-19 vaccine storage and logistics.

Transforming Education

Another important sector that stands to benefit from the promises of the new generation of wireless technologies is education. The COVID-19 pandemic exposed the depth of a digital divide that's long existed in education, put a halt to traditional classroom education and accelerated the urgency for equitable solutions.

Many of these digital divide challenges evidenced during the COVID-19 pandemic arise from a lack of reliable access to broadband, especially in underserved or rural communities, resulting in impacts on students' abilities to learn, communicate and develop the skills they need for future success. While these challenges are mounting, 5G is designed to directly address the root of the problem, and it's Qualcomm 5G breakthroughs paving the way for transformation in education.

Remote learning rose to the challenge – making it possible to deliver quality education to students around the world. Through Qualcomm Smart Cities Accelerator Program, members can provide education as a service which allows school districts globally direct access to ecosystem members that work to enable smart classrooms and hybrid learning settings. We're working with partners to

[10] WHO/UNICEF Joint Statement on Achieving immunization targets with the comprehensive effective vaccine management (EVM) framework.

offer interactive whiteboards and digital podiums designed for live collaboration, where teachers can work with students in the classroom and in a virtual environment – allowing the students the ability to easily annotate on the same whiteboard regardless of whether they are present in the classroom or connecting from their homes. These types of solutions also allow both students and teachers to engage in seamless collaboration and communication. Furthermore, it facilitates greater content management opportunities, a better digital experience and online training opportunities for educators.

Through our accelerator program members' service offering in the education space, we look at accelerating the IoT deployment for schools, universities and skills development for smart cities. To address the digital divide in urban areas, cities can implement private 5G networks and IoT technologies to help bring connectivity to all parts of the city, while helping support costs through offering different revenue generating services.

In today's digital world, where nearly every career requires digital literacy, computers are still an unaffordable luxury for many children across the globe, particularly in rural areas. In Vietnam, Wireless Reach collaborated with The Dariu Foundation to bring educational laptops with mobile network connectivity to schools in Vietnam.

More than 900 "Always On, Always Connected PCs" (ACPCs) powered by Snapdragon compute platforms were distributed to teachers and students at 30 schools in rural communities across five provinces. For the 2021-22 academic year, over 700 additional ACPCs will be distributed to new schools in rural communities in the northern and central highland regions of Vietnam. The program has already equipped over 30,000 students with the foundational digital skills to succeed in online and blended learning environments. The program is also designed to help ensure continuity of learning whether students are at home or in the classroom.

These ACPCs are equipped with mobile LTE capabilities to enable a continuous connection to the Internet. Pre-installed with a Microsoft Windows 10 operating system, they are ultra-thin and lightweight while offering fast performance, powerhouse multimedia capabilities and multi-day battery life. These features make the devices extremely portable, enabling students to extend learning time outside the classroom and to access vital learning tools anytime and anywhere.

The Dariu Foundation provides professional development for teachers and trains them to deliver in-class lessons that equip students with STEM skills, including coding, computer science and cyber robotics. Currently, students ages 9 to 15 are using the ACPCs in a computer lab format. A selected number of students are taking the devices home to work on collaborative coding assignments.

The program reflects Qualcomm's priorities as part of the Global Education Coalition. The coalition aims to meet the urgent and unprecedented need for education continuity considering school closures, caused by the shift to remote learning and the interruption of teaching and learning brought about by the COVID-19 pandemic.

Responsible Business

We work to protect people and the planet by sustaining the environment, safeguarding data, respecting human rights and acting with integrity.

In This Section:

Our Commitment to Net-Zero:
Committed to the Science Based Targets initiative's Business Ambition for 1.5°C with 2040 net-zero and 2030 interim science-based emissions reduction targets.

We believe that the best breakthroughs are sustainable. That means we're committed to creating products and managing our operations in ways that do not harm people or the environment. We uphold human rights in our operations, supply chain and communities; protect privacy and secure data; act ethically and respect our customers, business partners and each other; and responsibly participate in the political process.

Expanding our Environmental Commitments

We believe that climate change is a serious environmental, social and economic threat that calls for immediate and concerted action among all sectors of society. That's why, in 2021, we expanded our commitment to reducing our operational greenhouse gas (GHG) emissions in our value chain and ensured our new targets were aligned to the latest climate science by committing to and joining the Science Based Targets Initiative's Business Ambition for 1.5°C and the United Nations' Race to Zero. Specifically, adding on to our existing 2025 greenhouse gas reduction goal, we set three new ambitious, long-term targets:

1. To reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 from 2020 base year
2. To reduce absolute Scope 3 GHG emissions by 25% by 2030 from 2020 base year
3. To reach net-zero global operational GHG emissions for Scopes 1, 2 and 3 by 2040

Balancing these ambitions while also growing a global company demands forward thinking. Our three-part emissions mitigation strategy to meet these targets includes transitioning to renewable energy top operational footprint regions via long term Power Purchase Agreements (PPAs), decarbonizing our operations through the replacement of high global warming potential

gases in our manufacturing processes and reducing natural gas usage at our San Diego, California headquarters, and a minimal amount of Renewable Energy Credits (RECs) and carbon offsets for residual emissions.

We've already begun implementing this strategy. In 2021, we signed a 10-year renewable energy agreement with Shell Energy North America (US), L.P. (Shell Energy). The deal provides for us to secure approximately 115,000 megawatt-hours of 100% renewable energy annually to power our headquarters campus in San Diego, reducing our Scope 2 GHG emissions.

Further, as part of our efforts to reduce our direct GHG emissions, we successfully completed the test phase of a Plasma Enhanced Chemical Vapor Deposition (PECVD) chamber clean project. The project, conducted at our German manufacturing facility, replaces high global warming potential gases used in our processes, such as sulfur hexafluoride (SF6) and nitrogen trifluoride (NF3), with a Fluorine-based gas mixture that has a global warming potential of zero, thereby greatly reducing our direct Scope 1 GHG emissions. With the test phase complete, we plan to implement the gas replacement in all chamber clean processes at our German production site by the end of 2022.

While we have set longer-term goals, we are continuing to make progress on our path to achieving our 2025 GHG reduction goal. Through 2021, we've reduced our Scope 1 and 2 GHG emissions by approximately 24%, and we achieved The Climate Registry's (TCR) Climate Registered™ Platinum status for our annual verified GHG emissions reporting.

As water sources around the world become increasingly stressed, we are acutely aware of the need to treat water as the precious resource it is. Primary uses of water in our direct operations include: 1) employee use for sanitation and hygiene; 2) industrial use in cooling towers and chilled water systems to provide air conditioning to office buildings, labs and data centers; 3) irrigation for drought resistant and other landscapes; and 4) manufacturing processes. We prioritize regularly monitoring our water footprint, finding new ways of conserving water and achieving our water reduction goals.

With the acquisition of RF360 Holdings Singapore Pte. Ltd. (RF360), which included three manufacturing facilities, we saw an increase in water withdrawals for the Company. In response, we conducted water audits at each manufacturing facility to improve our knowledge and map how water is used throughout the facilities.

In our non-manufacturing facilities, we make our greatest gains in water conservation by using recycled water instead of potable water for irrigation and our cooling plant systems whenever possible. In fact, we decreased our freshwater dependency at our San Diego headquarters by 58% from 2016 to 2021 by expanding our recycled water system. These improvements help reduce our dependency on potable water and increase resiliency in our operations. We are also implementing recycled water solutions at other facilities.

In our value chain, recycled water offers an important pathway for reducing water intensity in semiconductor manufacturing operations. A significant amount of water that our suppliers use in their operations is ultra-pure water (UPW), which is water that is thousands of times purer than drinking water. The primary use of UPW in manufacturing is for water cleaning, rinsing and surface conditioning.

We expect our manufacturing suppliers to reduce water waste and to treat wastewater according to regulatory standards prior to any discharge or disposal. Because semiconductor processing is water intensive, we work closely with the suppliers that make our integrated circuit products to promote efficient water use. We ask our key semiconductor manufacturing suppliers to report their water use via the Carbon Disclosure Project (CDP) Water Disclosure Survey or the RBA Environmental Reporting Initiative and 100% of these suppliers have clear goals and/or programs for reducing water withdrawal.

Sustainable Product Design

We want our products to be distinguished not only by their capabilities but also by the care and attention we put into producing them. Because we primarily utilize a fabless production model, this means working closely with the foundry and assembly suppliers that manufacture our products to regularly assess risks and monitor performance.

Regularly assessing and monitoring suppliers allows us to minimize potential harm to individuals, communities and the environment, as well as create more resilient supply chains.

Collaboration with our suppliers is augmented by our participation in the RBA. As a Full Member of the RBA, we require all our semiconductor manufacturing suppliers to adopt either the RBA Code of Conduct or a similar code. The RBA Code of Conduct, which serves as our Supplier Code of Conduct, and The Qualcomm Way: Our Code of Business Conduct, have been cornerstones of our commitment to the RBA and responsible supply chain management for many years. By leveraging RBA tools and resources to complement our supply chain management program, we can focus on driving our suppliers to conform to high standards in relation to labor issues, health and safety, the environment, ethics and management systems.

As part of our risk-based approach, we require all our semiconductor manufacturing suppliers to

complete the RBA Self-Assessment Questionnaire (SAQ) at least annually. These SAQ results have indicated that 100% of our semiconductor manufacturing suppliers (representing the top 90% of total product-related spend) have all low-risk manufacturing facilities.

In addition to completing the SAQ, our suppliers also receive RBA Validated Assessment Program (VAP) audits and/or customer managed audits. We set a 2025 goal of ensuring 100% of our primary semiconductor manufacturing suppliers are audited by third-parties at least every two years. As of 2021, 78% have received audits. Further, our supply chain management team maintains RBA Lead Auditor trained personnel who conduct on-site audits of selected suppliers for their adherence to our Supplier Code of Conduct and other corporate responsibility requirements, including product environmental governance and conflict minerals.

For our three internal fabrication facilities, located in Germany, China and Singapore, our approach to due diligence includes audits, internationally certified management systems (ISO9001 quality management system, ISO45001 occupational health and safety management system, ISO14001 environmental management system, and IATF 16949:2016 automotive quality management system), and a robust code of practice to protect employees, contractors, visitors and communities. In 2021, our China facility successfully completed an RBA VAP audit and achieved the Platinum level recognition. VAP audits of our Germany and Singapore facilities are planned for 2022.

Data Protection and Privacy

Privacy is a leading concern for people and governments around the world today. Qualcomm considers data protection and privacy to be critical not only for maintaining business continuity but also for upholding the trust that customers place in us when they purchase and use our products and services.

Information collected from our devices helps improve our ability to invent better technologies, products and services. We believe that the collection of information should promote trust, respect individuals' privacy and be based upon a foundation of responsible security and privacy practices. Our Qualcomm Privacy Policy provides information about how we collect, use, process and transfer personal data.

Our best-in-class product security features protect personal data, among other assets owned by multiple stakeholders, along the value chain of our products. The Qualcomm security mechanisms protect against adversaries attempting to access their targets through various means. For example, our Cellular Connection Security (CCS) solution protects against an attacker operating a faked cellular base station and our Trust Management Engine (TME) allows sensitive assets (users, OEM's) to be protected in a fully isolated internal environment with strictly enforced access rules. The CCS and TME are just examples of various such Qualcomm security mechanisms aimed at raising the security bar and lowering the commercial viability of an attack.

We provide annual training on privacy and data protection to employees whose roles include the processing of personal data.

In 2021, we trained 3,180 targeted employees in our privacy training sessions. The sessions covered our relevant internal policies and procedures as well as topics such as lawful basis, transparency, privacy-by-design, data subject rights, information security, contracting requirements, international data transfer restrictions, breach notice obligations and accountability.

We provide all new employees with privacy and data protection awareness training as part of the new employee onboarding experience. In 2021, we also hosted a series of awareness-raising events on privacy and security for our employees, which we do each year as part of Data Privacy Day.

Our privacy team meets monthly with two committees to educate the Company on changes in privacy and data protection law and to coordinate the Company's compliance program and training activities. Our Privacy Steering Committee is focused on customer and consumer privacy and data protection issues, and is comprised of relevant stakeholders from Engineering, Product Management, Marketing, Government Affairs, Public Relations and Legal. Separately, our Internal Privacy Committee is focused on employee privacy and data protection, and includes representatives from HR, IT, Payroll, Physical Security, Stock Administration and others.

We prioritize working with business partners and suppliers who view data protection and privacy as critical to their business. In 2021, we performed cybersecurity and privacy assessments for hundreds of our vendors and key suppliers based on risk and total spend.

Qualcomm sees value in ongoing external engagement on privacy issues. We are members or sponsors of many organizations that work on advancing responsible privacy and security practices. These include the International Association of Privacy Professionals (through which we have a number of employees certified as Information Privacy Professionals), Cyber Information Sharing and Analysis Centers, Future of Privacy Forum, Centre for Information Policy Leadership, Information Systems Audit and Control Association and the San Diego Cyber Center of Excellence. We also engage with subgroups of industry associations focused on privacy and security issues, such as the U.S. Chamber of Commerce, Information Technology Industry Council, Digital Europe, 5GAA and others.

Our participation and, in some cases, leadership in these groups allows us to listen and advocate for privacy and data protection standards that pertain to our business and the semiconductor industry.

Our approach to implementing and enabling responsible privacy and data protection are informed by the following six guiding principles:

1. **Transparency** in the collection, use and sharing of personal information
2. Providing or enabling **meaningful choices** over the collection, use and sharing of personal information
3. Providing or enabling **value to consumers** when using their personal information
4. **Safeguarding personal information** from existing and emerging threats
5. Maintaining the **accuracy, quality and integrity** of the data we collect
6. **Responsible stewardship** of personal information including limiting our collection, use, sharing and retention of personal information

Cybersecurity

The world has seen a sharp increase in cyber-attacks and high-profile security breaches in recent years. These incidents can affect individuals, corporations and other organizations. Qualcomm places a high priority on cybersecurity, not only to protect our employees, customers and business partners, but also to protect our intellectual property, operations and products.

Qualcomm's Cybersecurity Program is based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and is customized to meet our specific needs. We implement a comprehensive set of security policies and technical controls that seek to protect and defend Qualcomm from cyber-attacks. Our Cybersecurity Program is periodically reviewed for maturity and effectiveness by independent third-party firms and is subject to internal audits on a regular basis. We regularly conduct penetration tests to simulate attacks against our network to validate the efficacy of our security controls.

We evaluate our cyber-risk profile through continuous assessment of the cyber-threat landscape and the operation of our cyber vulnerability management program. We use our evaluation of our cyber-risk profile to determine our Cybersecurity Program priorities. We track and measure the Program priorities using an associated cyber risk register, which is updated frequently as new risk information becomes available.

While we seek to protect our IT applications and infrastructure against cyber-attacks, we recognize the importance of maintaining a comprehensive cyber incident response process. Our cyber incident response process is supported by an internal team of cyber-security experts and integrated with business and senior management. We test our cyber incident response processes through table-top exercises and penetration testing and include action items reporting for the identification of continuous improvement opportunities.

Our supplier community is critical to Qualcomm's success, and we believe in working with our suppliers to ensure they are protected against cyber threats. We operate a supplier cybersecurity assurance program, which is integrated with our procurement processes, to assess and remediate cyber risks across our supplier community. We partner with our suppliers to help them improve their security posture, providing benefits to them and to Qualcomm.

We conduct mandatory cybersecurity training for all employees worldwide to help them better understand cybersecurity threats and our Company's policies, actions and approach to managing this type of risk. We report on this training in the ESG Performance Summary of this report.

Qualcomm takes security vulnerabilities in our products very seriously, and we strive to address any security-related issues quickly and appropriately. We educate our developers on secure software design and development lifecycle practices and have implemented a range of security controls to detect and address security vulnerabilities across our products. We operate a vulnerability rewards program for invited security researchers designed to improve the security of the Snapdragon family of processors, 5G modems and related technologies and software. We believe in providing robust security features to our customers, and our Secure Processor capability is certified to the Common Criteria (CC) Evaluation Assurance Level (EAL) 4+.

We have a global team of internal experts dedicated to protecting the enterprise from cyber threats. Key elements of our Cybersecurity Program – including key cyber threats and risks – are overseen by our Vice President of Cybersecurity, senior management and the Audit Committee of the Board of Directors through regular reporting and review.

Notably, Qualcomm did not experience any material information security breaches or cybersecurity incidents in 2021. We attribute this success to our strong Cybersecurity Program and supporting risk management activities. We annually report the number of material information security breaches and/or other cybersecurity incidents in the ESG Performance Summary of this report.

Human Rights

Our Company has long been strongly committed to respecting human rights throughout our value chain. This commitment is articulated in The Qualcomm Way: Our Code of Business Conduct, our Supplier Code of Conduct and our Human Rights Statement. We believe human rights are fundamental rights, freedoms and standards of treatment to which all workers are entitled, including without limitation, women, temporary, migrant, student, contract and direct employees.

As part of our human rights due diligence efforts, we regularly conduct human rights impact assessments, both for our operations as a whole and at the market level. These assessments help us identify our salient human rights issues – those human rights at potential risk of negative impact through our Company activities and business relationships. We also require all employees to complete training and certification on The Qualcomm Way: Our Code of Business Conduct, including the subsection on human rights.

Because we primarily rely on third parties to perform the manufacturing, assembly and most of the testing of our integrated circuits, we do not generally encounter issues with child labor, forced labor or human trafficking in our direct operations. Indirect salient human rights risks exist primarily in our supply chains and with local community members. Although we may not have direct control over or causal relationships with these risks, we are committed to raising awareness of our expectations and working toward mitigating any potential link or contribution to these risks. Because of our reliance on suppliers, our Company has placed emphasis on and taken specific steps to prevent human rights abuses in our supply chain through our engagement with the RBA.

Qualcomm's internal Human Rights Working Group focuses on strengthening our management of human rights risks. This cross-functional team includes representatives from departments including Legal, Procurement, Corporate Responsibility, Government Affairs, Environment, Health and Safety, Security, Inclusion and Diversity, Supply Chain, Ethics and Compliance, Privacy and Cybersecurity. The working group is responsible for implementing, improving and supporting our adherence to our human rights practices and for engaging external stakeholders on our human rights approach.

Ethics and Compliance

We believe ethical conduct is a culture imperative and strive to follow the letter and the spirit of The Qualcomm Way: Our Code of Business Conduct, understanding it in the context of our core Company values: Purposeful Innovation, Passionate Execution, Unquestioned Integrity and Collaborative Community. And we see positive results: based on our internal ethics investigation trends, less than 1% of our approximately 45,000 employees are involved in misconduct reports annually.

To gauge ethical culture and comfort in raising legal or ethical concerns, we included ethics-related questions in company-wide Climate and quarterly Pulse Surveys from 2018 through 2021. Survey trends illustrated an 11% average year-over-year improvement in employee sentiment relating to ethical Company culture and organizational justice. The survey results are analyzed to identify opportunities for continued focus and transparency to improve employee perceptions of Company culture and how concerns are addressed in different areas of the business.

Compliance with global anti-corruption laws continues to be a top priority for the Company. To this end, our Global Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Policy procedures and training content are reviewed and assessed by a third-party expert every two years to ensure the content is relevant, leverages current best practices and reflects the needs of our business. In 2021, we refreshed the look and feel of the Policy and company-wide online Policy training and certification. The Policy content has been streamlined by 60% to focus on the key concepts and risks that are most relevant for our business and to make it more understandable for our employees. The online Policy training course is more interactive to increase employee attention and engagement. Further, we published the Policy on our external Company website to increase transparency around our global approach to anti-corruption compliance.

With the majority of employees continuing to work remotely, 2021 brought a challenge for our Ethics and Compliance team: how to raise the visibility of ethical conduct in our ongoing virtual environment. One approach was to broaden the reach of our current "Lead the Way" program, a recognition initiative to celebrate those employees that exemplify The Qualcomm Way, and who take personal responsibility to lead with honesty and integrity in all they do. Through improved virtual collaboration, peer recognition and multiple engagement campaigns throughout the year, program members were better equipped to proactively advocate for the program with peers and regularly interact with one another and with the Ethics and Compliance team.

In fact, following our annual Compliance Week event in November 2020, nominations for new program members increased 260% compared to two years ago.

We require our employees and temporary workers to complete a policy training and certification process every 12-24 months covering our Code of Business Conduct and our Global Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Policy and program. In addition, 69 instructor-led training sessions on Qualcomm's Global FCPA and Anti-Corruption Compliance program were offered and attended by 3,603 employees in externally facing business functions (Sales, Business Development, Marketing, Government Affairs, Ventures and Procurement) and assurance partners (Legal, Finance, Accounting, HR and Internal Audit) in 2021.

Qualcomm's Open Door culture is designed to empower employees and other stakeholders to voice any concerns they may have about our Company without fear of retaliation. We promptly respond to reports of misconduct. Concerns may be submitted anonymously (where permitted by law) through our Business Conduct Hotline or via phone or email to other reporting channels such as HR, Legal and Compliance.

Concerns raised via our Business Conduct Hotline are reviewed by a cross-functional investigative team comprised of seasoned Internal Audit, Employee Relations, Ethics and Compliance, Information Technology, Global Security and Legal personnel. Case outcomes and remedial action plans for incidents that are substantiated are reviewed and approved by our Corporate Ethics Committee.

Business Conduct Hotline data, including number of cases and issue types, can be found in our ESG Performance Summary and website.

Public Policy and Regulation

Qualcomm has been a committed partner to countries around the world for more than 30 years, supporting policies that encourage innovation, fostering the proliferation of mobile technology and enabling business-friendly environments globally. With each new generation of mobile communications, Qualcomm creates shared success in collaboration with lawmakers and regulators, creating new opportunities for local industries and communities.

Our approach to public policy:

Participation

We engage in policy discussions with governments, organizations and industries around the world to advocate for policies that promote innovation as well as protect and foster new ideas in mobile communications. We are committed to helping policymakers at all levels understand our business model and role as an ecosystem enabler.

Responsible Governance

We abide by all applicable laws and regulations regarding political contributions and expenditures and our contributions are subject to the approval of our senior management with oversight by the Governance Committee of our Board of Directors.

Transparency

We publicly disclose all political contributions made by Qualcomm and Qualcomm's Political Action Committee with the Federal Elections Commission and abide by all laws under the Foreign Corrupt Practices Act.

Policy Guides

Qualcomm carefully monitors and evaluates developments that affect the world of wireless communications. Choose a topic and find out where we stand.

Mobile networks have become the biggest technology platform ever. As of 2019, there were an estimated 12 billion connections on cellular networks, in a world with 7.7 billion people. This figure is expected to grow with the global adoption of 5G to approximately 24.6 billion connections by the end of 2035.[1]

The benefits of mobile technology, in the U.S. and around the world, are profound. Our ability to connect and share information has forever changed just about every facet of our lives, from the ways we communicate with loved ones to the ways we learn, manage our resources, receive medical care and, of course, work. Public policy plays a critical role in ensuring that the benefits of mobile reach every corner of the world.

Our Positions:

5G

5G is a unified connectivity fabric that will transform industries, create jobs and usher in an estimated $13.1 trillion in global sales activity in 2035.[2] To achieve these benefits, governments must adopt policies that support a comprehensive 5G rollout plan.

Invention and Intellectual Property

Innovation is a core driver of economic growth and competitiveness. Without a robust patent system and strong global protection of intellectual property, innovation would not be possible.

Spectrum

The benefits of mobile broadband depend upon the availability of adequate and appropriate spectrum. Qualcomm believes in freeing new spectrum in a responsible way to meet the demands of consumers and businesses.

Privacy

Qualcomm believes that cultivating consumer trust through a foundation of security and privacy practices helps drive broader adoption and more personalized wireless technology offerings.

Immigration

Highly skilled talent, especially in the areas of math, engineering and the sciences, is vital to the success of Qualcomm and to the future of technological innovation around the world.

Taxation

Qualcomm supports policies that drive innovation and enable us to compete in today's global marketplace.

[1] The Mobile Economy 2020
[2] The 5G Economy in a Post-COVID-19 Era

Patent Diversity

At Qualcomm, we believe that the U.S. patent system should reflect the diversity of this country, and if we can diversify who is inventing and patenting, we can create jobs, boost the U.S. economy, close wage and wealth gaps and ensure the U.S. remains a global leader in innovation.

We are actively working to create more equitable opportunities for women and people of color in innovation, externally and in our own business. In 2020, Qualcomm became a founding partner of Invent Together, a campaign supported by organizations, universities, companies and other stakeholders dedicated to understanding the gender, race, income and other diversity gaps in invention and patenting and supporting public policy and private efforts to close them.

Invent Together is advocating for the Inventor Diversity for Economic Advancement (IDEA) Act, which would direct the United States Patent and Trademark Office (USPTO) to collect inventors' demographic data on a voluntary basis and make this information available in the aggregate for research. Qualcomm previously championed the passage of the SUCCESS Act in 2018, which required the USPTO to study and report on the number of patents applied for and obtained by women, minorities and veterans and to make recommendations for legislative and executive actions to reduce disparities in patenting.

In 2021, we continued our efforts to educate policymakers, corporations and the public about the patent gaps and the benefits of patent diversity. We have also supported new research by leading academics and think tanks on quantifying patent gaps and how to fix them. Organizations like the Institute for Women's Policy Research have published research that drives action across the entire innovation ecosystem.

In collaboration with other Invent Together member organizations, we have promoted public and private sector initiatives to institute best practices for patent diversity, and shared stories of diverse inventors to raise awareness.

Invent Together's partners include:

- AnitaB.org
- Association of American Universities
- Association for Women in Science
- AUTM, formerly the Association of University Technology Managers
- Boston University
- Collaboratory
- Columbia Technology Ventures
- Emory University
- Future Forward
- Institute for Women's Policy Research
- Lemelson-MIT
- The Ohio State University
- Project Invent
- Society of Women Engineers
- University of Oregon Women's Innovation Network
- VentureWell
- Wisconsin Alumni Research Foundation
- Women in Engineering ProActive Network

Our People

Empowering a diverse global workforce.

In This Section:

Our People by the Numbers:
We have approximately 45,000 employees represented by 117 nationalities working across 170 offices in more than 30 countries. We speak 92 languages.

Our Company's success is rooted in the hard work, dedication and diversity of our workforce. We're a melting pot of varied backgrounds, experiences, perspectives and ideas. Our diversity helps us increase our global awareness and is crucial to our ability to innovate.

Inclusion and Diversity

We strive to be a community that reflects the world. We work to enable innovation at every level in our Company and industry to advance society and make the world a better place.

We innovate and accelerate progress by employing a diverse workforce and building an inclusive and equitable environment where everyone feels welcome, respected, valued and part of the team.

We're proud to be recognized as a leader in inclusion and diversity (see pp. 28). We've published our Global Inclusion and Diversity Policy to highlight our commitment to sustaining a work environment that is inclusive, respectful and free of harassment, discrimination and retaliation. The policy also highlights our Company's effort to cultivate innovators who have varying backgrounds, ideas and points of view.

Our commitment to inclusion and diversity includes providing equitable pay to our employees.

To that end, in 2021, we publicly confirmed that worldwide, we pay female employees 100 cents on the dollar in the aggregate when compared to male employees, taking into account rewards group, time in level, geographic area and job family.[1] While we do not track race/ethnicity outside the U.S.[2], in the U.S., we pay our non-white employees 100 cents on the dollar in the aggregate, when compared to our white employees, taking the same factors into consideration.

As part of the annual employee review process, we train our managers on job-related performance assessment and bias avoidance, broadly gather feedback from managers and co-workers for annual performance evaluations, calibrate ratings across managers and provide performance

[1] Based on base pay, annual bonus and annual review (AR) stock awarded in the most recent Annual Rewards cycle.
[2] Some laws outside of the U.S. bar collection and/or reporting of race information.

and compensation feedback to our employees. Our open-door policy encourages employees to ask questions or voice any concerns they may have regarding their performance assessment or their compensation.

Hiring and Recruiting Diverse Talent

Innovation is at the core of our business and is thus imperative to our continued success. Diverse teams – built around different perspectives, demographics, experiences and skill sets – fuel creativity and innovation. We're continuously building a pipeline of diverse talent to help us meet the needs of diverse customers worldwide, now and in the future.

Our focused approach to finding top talent and our use of training and development as key recruitment tools have helped us increase our hiring rate for women and URMs while also reducing attrition within both groups.

Highlights of our efforts in 2021 to diversify our talent pipeline include:

- Over 30 successful partnerships with organizations such as Reboot Representation, AnitaB.org, Disability:IN, Fairygodboss, Society of Professional Hispanic Engineers, Rallypoint, National Society of Black Engineers, GEM Consortium and National Center for Women and Information Technology, among others.
- Continuing to ensure that all our recruiters are trained on inclusive hiring techniques.
- Launching the Pathways Program, which provides employment opportunities for non-traditional experienced and early career talent. The global program is comprised of several focus areas such as a returnship program for technical professionals who have taken career breaks and are looking to re-enter the workforce, hiring of active military and spouses transitioning to the civilian workforce and hiring neurodiverse technically trained talent.
- Being selected to join WORK180 as an Endorsed Employer for All Women in the United Kingdom (UK). WORK180 is a jobs board that helps women confidently apply to workplaces with a proven commitment to diversity, inclusion and gender equality.
- Launching the Quantum Leap Program through Qualcomm India, which aims to help women who are re-entering the workforce restart their journey and build skill sets for a successful career. To date, more than 300 women have applied to the program.
- Founding the Qualcomm Women Entrepreneur India Network (QWEIN) 2.0, a mentorship program in partnership with Qualcomm Ventures that supports female entrepreneurs in India from sectors including healthcare, IoT, robotics, cleantech, agritech, XR and logistics.

Promoting Inclusion and Diversity in Our Workforce and Beyond

We expect every employee to help create and maintain a work environment that is inclusive, respectful and free of harassment, discrimination and retaliation.

All U.S.-based employees are required to complete harassment prevention training at their time of hire and thereafter every two years. We conduct mandatory training for new hires on inclusion and diversity as part of the employee onboarding process. We also provide access to hundreds of online and in-person trainings on interpersonal topics ranging from soliciting feedback to creating an inclusive work environment.

Our collaborations with organizations that champion inclusion and diversity in the workplace and beyond, are vital to our success in providing additional training and capacity-building around diversity.

- We partnered with the Network of Executive Women Leadership, Better Up Coaching and Athena Leadership Academy to provide unique training and development opportunities for women employees.
- The Equal Justice Initiative, McKinsey Management Accelerator, McKinsey Black Executive Leadership Program and Mana de San Diego provided training and development opportunities for underrepresented minority employees.
- Four Block, Out and Equal, Disability:IN and the ACLU provided training and development opportunities for other protected groups.
- Qualcomm donated over $1 million to racial justice causes including the NAACP Legal Defense Fund, Asian American Advancing Justice and Community Advocates for Just and Moral Governance.
- Qualcomm Treasury invested $200 million in Empowering Change, a government money market fund distributed by four banks that serve minority communities.

We increased global awareness and understanding of our Company's inclusive and diverse culture by hosting diversity events all over the world and by expanding our inclusion and diversity programming and activities. Due to the COVID-19 pandemic, many of these events – including the large events that we normally hold to celebrate Black History Month, Hispanic Heritage Month, Asian American and Pacific Islander Heritage Month, International Women's Day, Pride, Memorial Day and other heritage months and days of remembrance and achievement – moved to a virtual format in 2020/2021. The new format allowed us to

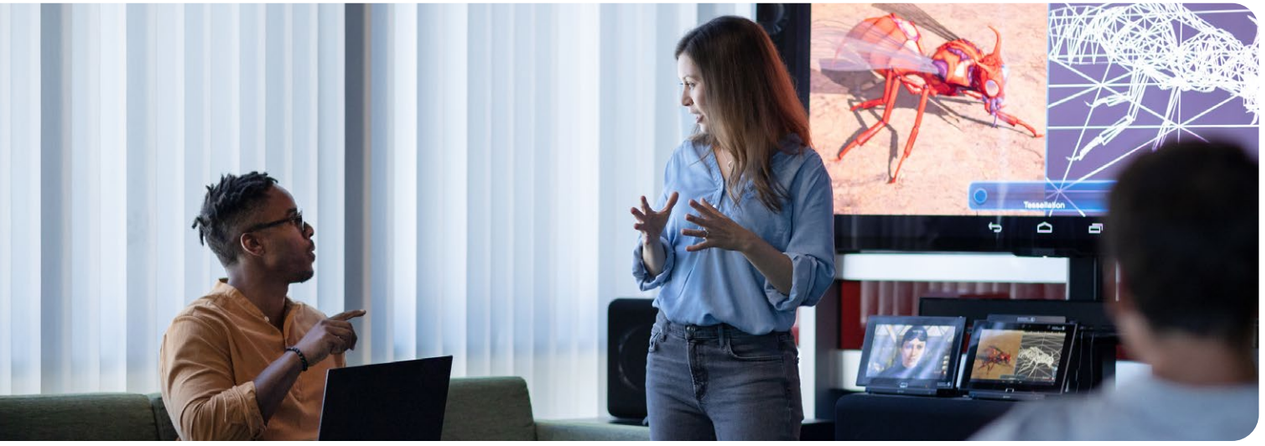
engage more employees worldwide and increase attendance for these events. For example, attendance at our Black History Month events increased by over 700% in 2021.

Our Global Inclusion and Diversity (GID) team organizes, hosts and encourages employees to participate in community events that align with our initiatives focused on racial/ethnic diversity; gender equity; and people with disabilities, gender identity and veteran status. In 2021, GID invited employees to participate in the Virtual Disability:IN Inclusion Works meeting and an Institute for Women's Policy Research (IWPR) event in which IWPR and Invent Together presented new research on the challenges inventors face based on gender and race and how to overcome them.

In response to increasing violence against Asian American and Pacific Islanders (AAPI) and #stopasianhate, we hosted "A Community Conversation to Counter Anti-Asian Sentiment and Violence." More than 1,300 employees attended our company-wide forum to discuss some of the roots of anti-Asian sentiment and how we can all work together to build more cohesive communities, strengthen inclusion and address racism. Additionally, Qualcomm Ventures partnered with other venture capital firms (in an effort led by GGV Capital) to support the fight against anti-Asian violence and hate crimes, with over 180 firms donating more than $5 million.

In 2021, our Qualcomm Women employee network partnered with the GID team to present Qualcomm's first-ever Women's Conference. More than 1,000 employees globally participated in this exciting and inspiring two-day virtual event. More than 60 speakers – including members of Qualcomm's Board of Directors, Company executives, industry experts and colleagues – shared insights and their personal experiences. Session topics covered fostering innovation, male allyship, encouraging empowerment and navigating non-linear careers, among other things.

We also used social media and traditional media to raise awareness of Qualcomm's impact in historically underserved communities, particularly in relation to mentoring, academic support and scholarships. For example, we reach students and educators by highlighting our Thinkabit Lab programming which is designed to inspire female and URM students to explore careers in engineering and other STEM-related fields.



Talent Development

We begin our planning each year by conducting a global needs assessment on training to better understand and address employee development needs. The assessment is designed to identify top themes across professional, leadership and technical domains. In the 2021 survey, managers and leaders expressed great interest in developing their skills around motivating and engaging employees, influencing others, and coaching and mentoring. Engineers highlighted 5G as a top technical training focus area. Having this insight enables us to provide employees with immediate resources for their self-identified development needs and design new programs that matter most to them.

Through all our development opportunities, we encourage employees to follow a 70-20-10 approach to professional development: challenging assignments and learning on the job (70%), developmental relationships such as mentoring (20%) and coursework and training (10%).

We prioritize training and development that keeps our engineers aligned with technology evolutions in our industry and ramps up their skills in relevant domains. In 2021, we surveyed our engineers to identify their detailed learning requirements and then used the findings to create a strategic skills development program. We culled resources and content from inside and outside our Company and engaged third-party best-in-class subject matter

Our far-reaching inclusion and diversity efforts have earned our Company prestigious external recognition. Qualcomm is regularly named on many best places to work lists, including Forbes' America's Best Employers for Diversity and Best Employers for New Grads, Human Rights Campaign's Corporate Equality Index, Disability:IN's Best Places to Work for Disability Inclusion, Woman Engineer Magazine's Top 50 Employers, Working Mother and Avtar's Best Companies for Women in India and Most Inclusive Companies Index, and many others. Qualcomm was recently named the United Negro College Fund's Regional Corporation of the Year in San Diego. We were one of only 15 employers to receive the 2020 Secretary of Defense Employer Support Freedom award.

experts to provide additional information and documentation. Delivered via instructor-led online training sessions and self-paced learning modules, the training quickly enables our engineers to keep pace with new and evolving technologies and architectures that are of strategic importance for our Company's product roadmaps.

Qualcomm's Accelerate Program helps first-time managers and new leaders at Qualcomm to develop skills and knowledge that accelerate their readiness to manage and lead. Launched in 2021, the program is provided through a foundational eLearning module with content grounded in Qualcomm's Manager Expectations; in-person courses and live webinars on topics such as communication, performance management and recognition; and opportunities to apply the learning and practice conversations that they'll encounter as a manager. Accelerate is globally available and customized locally to ensure that each region's unique elements are addressed. We have seen a very positive response and impact from the over 1,100 global managers that have participated in the Accelerate program, with 95% of attendees saying that they would recommend the course to other new managers.

Mentoring is a vital component of career development at Qualcomm. Our Mentoring Matters program, which launched in 2021, enables mentors and mentees to create powerful mentoring experiences as part of their career journey. The program includes an interactive, self-driven eLearning course and practice forums to build mentor and mentee capabilities. The program also provides resources such as mentor and mentee best practices and systems and platforms for managing the relationship.

Additional resources support Human Resources professionals and leaders at the director level and above to create organization-level mentoring programs, such as a step-by-step playbook for creating a mentoring program and discussion forums to increase collaboration. With over 1,900 employees who have viewed the resources to date and 1,600 employees who have participated in the mentor and mentee forums, the Mentoring Matters initiative has positively contributed to an increased number of mentoring relationships at Qualcomm. Both mentors and mentees have expressed that engaging in mentoring greatly benefited their career growth.

Our Qualcomm Wireless Academy (QWA) is a robust program that offers training on the latest wireless technologies, ensuring all of our employees have the knowledge they need to help our Company lead. The extensive 5G training course catalog includes courses for every level of learner, from non-engineers and business support to seasoned wireless engineers. The training is based on 3rd Generation Partnership Project (3GPP) standards and is developed and delivered by our internal technology experts. It is provided in a variety of formats, including instructor-led, eLearning and course books.

Employee Engagement and Wellbeing

Our employees are committed to inventing solutions to complex problems and making the world a better place. We believe that supporting their holistic wellbeing, inclusive of physical, mental, social and financial wellbeing, helps them live their best life both at home and work.

Through our social wellbeing programs, our employees can pursue their interests and hobbies, connect to volunteering and giving opportunities, enjoy unique recreational experiences with family members and communicate directly with our senior leadership. These programs support our employees' lives inside and outside work and empower them to influence the morale, culture and practices of our Company.

Through our annual Climate Survey, quarterly Pulse Surveys and global focus groups, we listen to our employees and how they are feeling. We use the results to continually improve our culture and create an inspiring and inclusive workplace. Based on the results of our 2021 engagement surveys, we've introduced additional programs, resources and tools to help employees achieve balance and wellbeing:

- **Work+Well** is a new global initiative that provides a collaborative platform, resources and information to help employees improve their productivity, build meaningful connections across the Company and enhance their mental and physical health while working. Individuals can use the site to gather tips and best practices, share their tips and recommendations and recognize others who champion the Work+Well culture. In support of this initiative, Qualcomm added four paid holidays to our global holiday calendar in 2021 to provide employees extra days to disconnect and recharge.
- **meQuilibrium** is a personalized resilience system that helps employees build resilience in areas such as positivity, focus, self-confidence, stress management and more. MeQuilibrium was already available to U.S.-based employees, but due to the additional wellbeing challenges that the COVID-19 pandemic has brought, we are currently piloting an expanded offering of the benefit to our employees outside the U.S.
- Our **Live + Well Wellbeing** program provides wellness resources and, in some cases, incentives to help employees achieve real wellbeing. Key enhancements in 2021 include one-on-one coaching to improve nutrition, physical activity or manage chronic conditions as well as a number of tools to improve financial wellbeing for U.S.-based employees.

Safe Reopening Measures

Due to the COVID-19 crisis, on March 12, 2020, we moved to a global required work from home policy for employees who were able to perform their job remotely. For employees whose work required them to be onsite, we took appropriate measures – as recommended by leading public health authorities – to ensure that the work environment was safe and the risk of the virus spreading in our facilities was reduced as much as possible.

Among our efforts to support employees' new and evolving needs, we provided personal protective equipment for onsite employees and employees working from home; implemented paid leave for employees with symptoms or who may be high risk, need to care for a family member or assist a child with school; provided options to take office equipment home; and provided additional IT equipment support. In the U.S. and India, we provided resources to employees and their dependents for immediate COVID-19 testing on campus, held large-scale vaccination events on campus and provided quarantine support.

Many employees adapted well to working remotely, and we saw increased productivity. However, we heard that many employees also missed connecting in-person with their colleagues and teams. As we planned our return to campus and our work model for the future, we focused on creating a global framework that provides flexibility while maintaining our strong culture of innovation, collaboration, openness and camaraderie – serving current employees and helping to attract future talent.

We took a carefully planned phased approach to welcoming employees back to the office in 2021. As we continued to see positive trends in vaccination rates across the U.S., and the continued easing of restrictions, we moved into Phase 2. As of July 2021, employees can work onsite as many days as they choose, provided they comply with all onsite safety protocols and requirements.

"We have been working to determine the best hybrid work approach for our unique culture. Our goal is to create a global framework that provides flexibility, while maintaining our strong culture of innovation, collaboration, openness and camaraderie – serving both our current employees and helping to attract future talent."

– Heather Ace, *Chief Human Resources Officer*

Corporate Citizenship

We engage with local community leaders and organizations through our corporate citizenship programs to focus on areas where we can have the greatest impact.

Our corporate citizenship initiatives are designed to:

- inspire the next generation of inventors by investing in programs that advance STEM learning and expand access to STEM education;
- promote and prioritize inclusion and diversity by engaging with organizations that closely partner with underrepresented communities to build a pipeline of diverse talent;
- encourage and support leading-edge research at universities, individual professors and students on innovation projects; and
- leverage our innovative technologies to help drive human and economic progress in underserved areas.

Giving back to the communities where we live, work and do business is central to our culture. We engage our employees in supporting and enriching our communities through volunteering and community outreach efforts. In 2021, we supported more than 1,600 nonprofits through our employee-driven grant programs – matching grants, community service grants and board service grants. And through our employee-directed local giving committees, which are in more than 25 locations globally, employees get a voice in determining how our philanthropic funds are distributed in their communities.

Racial Justice Giving Initiative

We are committed to supporting racial justice. In 2021, we introduced the Racial Justice Giving Initiative (RJGI) and formed the RJGI Committee to support nonprofit organizations in the United States that are working to drive systemic change in racial justice and equity. The Committee is comprised of diverse employee volunteers from across the Company.

To prepare Committee members for their role as decision-makers, we hosted a consultant-led workshop where they learned how to advance and promote equitable grantmaking and offered a similar workshop for other employees across the Company who act as decision-makers around our grantmaking efforts.

The RJGI afforded employees the opportunity to nominate nonprofit organizations that were addressing racial justice to receive funding from Qualcomm and the Qualcomm Foundation. The RJGI committee reviewed all nominations and selected ten organizations to each receive a $50,000 grant – a total allocation of $500,000.

Five of the selected organizations, in partnership with their employee nominators, presented at a TED Talk-style event attended by over 450 Qualcomm employees to build awareness around the issues of racial justice and equity.

Continuing Support for Those Affected by COVID-19

Our employees are passionate about many causes and embrace opportunities to make a difference. To support employee volunteerism during the COVID-19 pandemic, we created an online portal for them to find virtual volunteer opportunities more easily. We also hosted virtual volunteer activities for employees and their families, such as making inspirational cards for older adults who would benefit from friendly connections during this deeply isolating time.

In 2021, Qualcomm and the Qualcomm Foundation donated over $6.5 million to initiatives combating the impact of COVID-19 around the world.

This included over $3.5 million in donations to help provide relief to communities in India experiencing a devastating second wave of the COVID-19 pandemic. This funding was designated for initiatives to support India's medical community, with an emphasis on addressing the shortage of supplies and lifesaving equipment.

Our COVID-19 relief contributions also included $3 million in support of various organizations working in the areas of community health, education, economic recovery, food and housing in Brazil, India, Indonesia, Italy, the Philippines, Portugal, Spain, the United States and Vietnam.

We also matched employees' personal donations to qualifying organizations addressing the impact of COVID-19.

In China, we were honored that the Red Cross Society of China awarded us the "China Red Cross Medal of Love" in 2021 in recognition of our prompt support for epidemic prevention and control.

STEM Education

Inspiring the next generation of inventors.

In This Section:

In 2021, through our social investments in the future workforce, we reached **561,063 students** and **12,817 teachers.**

Since its creation in 2014, our home-grown Thinkabit Lab program has inspired over **85,000 students** in the U.S. to be the next generation of inventors.

Enabled *FIRST* to provide **23,580 students** in **13 countries** with opportunities to innovate and drive solutions to real-world problems.

Science, technology, engineering and mathematics (STEM) is the foundation for everything we do. It supports the brainpower behind the breakthrough technologies and inventions we bring to life. As technology leaders and a Company of inventors, we are committed to nurturing and equipping future innovators with the skills and knowledge to solve global challenges. We work to foster a diverse and inclusive workforce by advancing STEM education for students at all levels and from all backgrounds. A steady, diverse pipeline of STEM professionals is vital for Qualcomm's continued leadership in technologies such as 5G and beyond.

We invest in initiatives that:

- Bridge the STEM skills gap among students globally
- Build STEM capacity among teachers and educators
- Engage women and underrepresented minorities in STEM fields
- Leverage our employees as STEM ambassadors in our communities

Our 2025 goals serve as milestones to our long-term success, and STEM education is a key part of these efforts. Our 2025 STEM goal is to continue to foster the next generation of innovators by inspiring 1.5 million students and teachers across the globe through our strategic STEM initiatives.

This past year, we made great progress in this area. In 2021, we reached 561,063 students and 12,817 teachers through our social investments in the future workforce, such as our Thinkabit Lab summer programming, our alliance with *FIRST* and numerous other key collaborations across the globe.

Thinkabit Lab 2021 Impact

Our Thinkabit Lab program shows students from all cultural and socioeconomic backgrounds that they can be part of inventing the wireless world of the future. Learners of all ages explore careers available at Qualcomm and other technology companies. They engage in fun and unique engineering projects, culminating in the design of an IoT-themed invention that addresses a problem in their community and the world around them. The program relies heavily on hands-on activities to learn about coding, sensors, circuits, patents, IoT, 5G and more. These activities help students understand where they see themselves in the future workforce and how they could use technology to help make the world a better place.

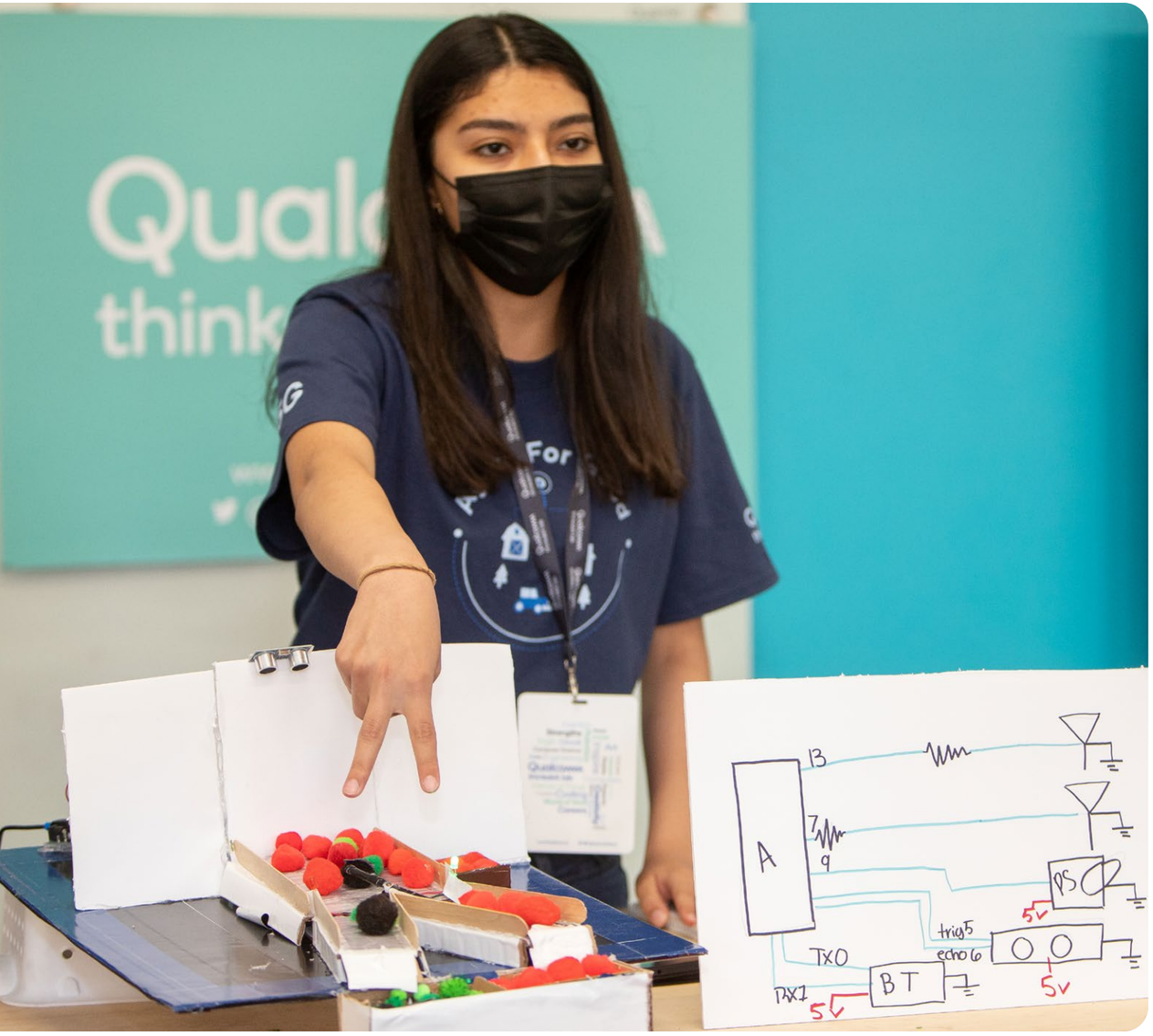
> "I learned that I am good with circuits and enjoy doing it. It was also fun to program code into inventions."
>
> ***– High School Participant,***
> *Ag Tech Camp (Porterville, CA), Co-Ed, 2021*

We launched our Thinkabit Lab program in 2014 at Qualcomm's headquarters in San Diego. We have evolved and expanded the program yearly to broaden our reach and create greater impact. As of 2021, our program has inspired more than 85,000 students across the U.S. to become the next generation of inventors and helped them to create more than 24,000 of their own inventions. Through collaborations with public, private and nonprofit organizations, we now have a celebrated network of 22 Thinkabit Lab collaborators and more than 56 trained educators and instructors at schools, universities, non-profits and libraries in eight states nationwide.

We also expanded our program with new online and virtual learning experiences, including virtual summer STEM camps that have enabled many more future inventors to participate. In 2021, to maintain the momentum and build on the terrific success of our virtual camps implemented the previous summer during the COVID-19 pandemic, we resumed in-person camps at select sites within our national network and continued offering virtual camps. Collectively, we provided 37 weeklong camp sessions with over 1,200 elementary, middle and high school students including nine all-girls sessions.

To further inspire camp participants, we added engaging new content, such as our Path to Invention and 5G Academy. The Path to Invention aims to spark the spirit of innovation among students, while facilitating greater understanding of the route of invention – from idea to development to obtaining a patent and all the way through to production and sales. Because we believe that patents are vital to innovation, students showcased their final projects in the form of patent presentations as a culminating camp activity. These video presentations included components such as the name of their inventions, invention schematics and an abstract of their creation. The 5G Academy is comprised of a website and field guide that explain the ins and outs of 5G, Qualcomm's role in developing this fifth generation of wireless technology and why the world will be a better place because of this transformative advancement. We leveraged the 5G Academy to add a new 5G activity for students participating in all of our camps.

Our online Learning Center continues to provide educators, librarians, youth organization leaders and other adult community members nationwide with access to a variety of fun and free coding activities and other educational resources that can be downloaded for use in their classroom, home or organization. Activities range from writing



"I discovered I was more creative than I thought I would be, and I learned that even if I had no idea why something wouldn't work, I was able to keep working hard and persist until I found the problem. I also learned that I am actually interested in engineering."

– ***Middle School Participant,*** *AAUW Wearable Tech Camp (New Mexico), All-Girls, 2021*

code to introductory engineering games and tools to exploring future careers in technology. These materials help Thinkabit Lab collaborators and participants engage in STEM learning even outside of our formalized programs.

We've continued to tap into Qualcomm employees' passion and commitment to inspire future inventors. We engaged employees for our new summer speakership opportunity. As volunteers, they represented both engineering and non-engineering roles and the diversity within our workforce. Collectively, they volunteered over 90 hours of their time to speak to aspiring young inventors about working in the tech industry and offer insight as they navigate their future STEM education and careers.

We formed new partnerships and built on existing collaborations to further expand our reach and amplify our impact. Part of our unprecedented student participation this year is attributed to our expansion through AAUW. In addition to our existing relationship with AAUW Tech Trek California, three other states joined our network – Florida, New Mexico and Washington. Together, over 650 girls were engaged in the Thinkabit Lab Wearable Tech project which required each student to program and build an automated wearable tech invention that represents their strengths, interests and values.

The Thinkabit Lab summer camp expansion was a resounding success:

- 60% growth in national presence
- 150% growth in the number of organizations offering our invention-based camps
- 124% increase in the number of teachers trained to teach the activities
- 200+ AAUW adult volunteers trained to implement the program
- Close to 400% more students participated in the program and were inspired to be the next generation of inventors
- More than 50% of students were girls who participated in all-girl camp sessions

STEM Community Partnerships

FIRST

Our ongoing collaboration with *FIRST* (For Inspiration and Recognition of Science and Technology) is another important way that we're increasing access to STEM education and investing in the development of our future workforce.

FIRST is the world's leading youth-serving non-profit organization advancing STEM education. *FIRST* engages students in grades PreK-12 in hands-on, mentor-based robotics programs to help them become science and technology leaders and well-rounded contributors to society.

Qualcomm has been a proud supporter of *FIRST* since 2006. As a *FIRST* Strategic Partner, Qualcomm directly supports *FIRST* events, programs and thousands of teams globally via direct funding and time donated by hundreds of employees.

"This challenge has opened my eyes to this new world of innovation, engineering and entrepreneurship that I never really saw myself pursuing in the past. I now see myself as more than just a female in this male-dominated field, but as an effective contributor and innovator in STEM."

– ***Rachel Quach,*** *Absolute Value, student participant in Innovation Challenge's FRC team 867*

In 2021, *FIRST* programs, mentorship and competition remained largely virtual due to the COVID-19 pandemic. In an effort to keep students engaged in STEM learning throughout the season, we collaborated with *FIRST* to expand its innovation programming to also include middle and high school students in the *FIRST* Tech Challenge and *FIRST* Robotics Competition for the first time. The virtual format of the new *FIRST* Innovation Challenge presented by Qualcomm helped enable *FIRST* to provide 23,580 students in 13 countries with opportunities to innovate and drive solutions to real world problems. Through the Innovation Challenge, teams identified a problem or opportunity connected to the season's sports and fitness theme, designed a solution, created a business model and pitch and advanced their skills by using technology as part of the process. Examples of teams' innovations included the Walk Assistant, which aims to provide a hands-free solution for patients suffering from Parkinson's Disease; PATHWAYS, a mobility tool for the visually impaired; and FIGLOVE, a vibrating strip placed in the palm of the hand that reduces pain during exercise for people with fibromyalgia.

In addition to helping ensure the continuity of the 2020-2021 *FIRST* season, the virtual programming made it possible for Qualcomm to maintain its high level of employee engagement in *FIRST* programs. Employees across the Company donated thousands of hours of their time to engage students virtually. In 2021, we also expanded program support and employee engagement to *FIRST* in Singapore. Program funding in Singapore helped teams from under-resourced communities and engaged nearly 1,000 students from across the region. Qualcomm employees from four countries supported the event by serving as virtual judges for the competition.

Looking ahead, we are excited to be the presenting sponsor for the 2021-2022 youth robotics season, *FIRST FORWARD*℠ presented by Qualcomm. The season theme focuses on the future of transportation – inspiring and empowering *FIRST* teams to collectively reimagine innovative solutions for faster, reliable, more sustainable transportation in urban and rural areas alike.

Million Girls Moonshot

Million Girls Moonshot is a transformative, nationwide initiative that's re-imagining who can engineer, who can build and who can invent. It aims to inspire and prepare the next generation of innovators by engaging one million more girls in STEM learning opportunities through after-school and summer programs by 2025. The Moonshot aligns with our Company's goal to increase diversity of talent in the STEM workforce pipeline.

Through a collaborative funding model, the Moonshot provides grants to every state in the country through the 50 State After-school Network to help them support equity-focused, hands-on STEM learning experiences to students in after-school programs. Qualcomm's support of the Moonshot's inaugural year during a global pandemic was instrumental in building a successful foundation towards empowering one million girls with an engineering mindset.

Highlights of the Moonshot's first-year impact include:

- Connected nearly 400,000 students, including more than 160,000 girls, in 20,990 after-school STEM programs to the Moonshot curricula
- Engaged 612 new state network level partners
- Provided resources and experts to STEM-related conferences hosted by 43 state networks, reaching 11,000 after-school and summer leaders and providers
- Awarded $1.3 million to all 50 State After-school Networks

As we look ahead to year two, Qualcomm will continue to support the Moonshot's efforts to provide STEM programming in the 50 State After-school Networks. Additionally, we will look to focus our support in a few key areas including

empowering STEM leadership in young women, amplifying female inventors and education.

#DigitalGiveBack Campaign

In 2020, when schools were forced to shut their doors in response to COVID-19, educational leaders and families were challenged with making the transition to virtual learning. However, many students lacked the tools, devices and connectivity necessary to access virtual learning, putting them at risk of falling behind academically. In fact, a recent study in San Diego County showed that an estimated 22% of students did not have the equipment necessary to participate in online classes.[1]

In response, Qualcomm jumped into action with Computers 2 Kids San Diego to host a device donation drive. Computers 2 Kids San Diego recycles and refurbishes used computers, laptops and tablets, and delivers them to local families in need. Each recipient also receives a webcam, Wi-Fi adapter, education, training and technical support. Computers are loaded with an educational software package designed for K-12 users and their families to ensure a successful home learning environment.

During our Company's two-month #DigitalGiveBack campaign, Qualcomm employees, customers, vendors and community partners stepped up and generously donated more than 770 computing devices, including desktops, laptops and tablets; 170 monitors or screens; and more than 4,000 pounds of other hardware to help ensure that no student was left behind.

"We are so thankful to have a resource like Computers 2 Kids available to our community," said Cierra Williams, a local parent. "The systems and tools we picked up helped my kids keep up with virtual learning during this difficult time."

The environmental impact of the donation drive was also significant. In total, the assets that were donated equated to enough electricity to power 110 U.S. households for one year.

VentureWell

At Qualcomm, we believe that bringing talent and diversity together is key to unleashing creativity, innovation and breakthrough technologies. As part of our efforts to grow the innovation economy, we're collaborating with organizations like VentureWell to create a pipeline of diverse inventors and patent holders.

VentureWell is a 25-year-old nonprofit organization that helps cultivate the entrepreneurial skills and creativity of university students who are passionate about solving the world's biggest challenges. In 2021, Qualcomm proudly supported the VentureWell E-Team program, which supports diverse student teams from across the nation who are aiming to bring their innovations out of the lab and into the market. This three-stage program provides training to E-Team participants that explores essential topics such as business model development and validation, customer discovery and intellectual property. Throughout the program, students learn what it takes to launch and scale a venture from VentureWell's experienced program team. Additionally, students have access to expert mentors, like Qualcomm employees, guest speakers and thought leaders in social impact entrepreneurship and technology innovation.

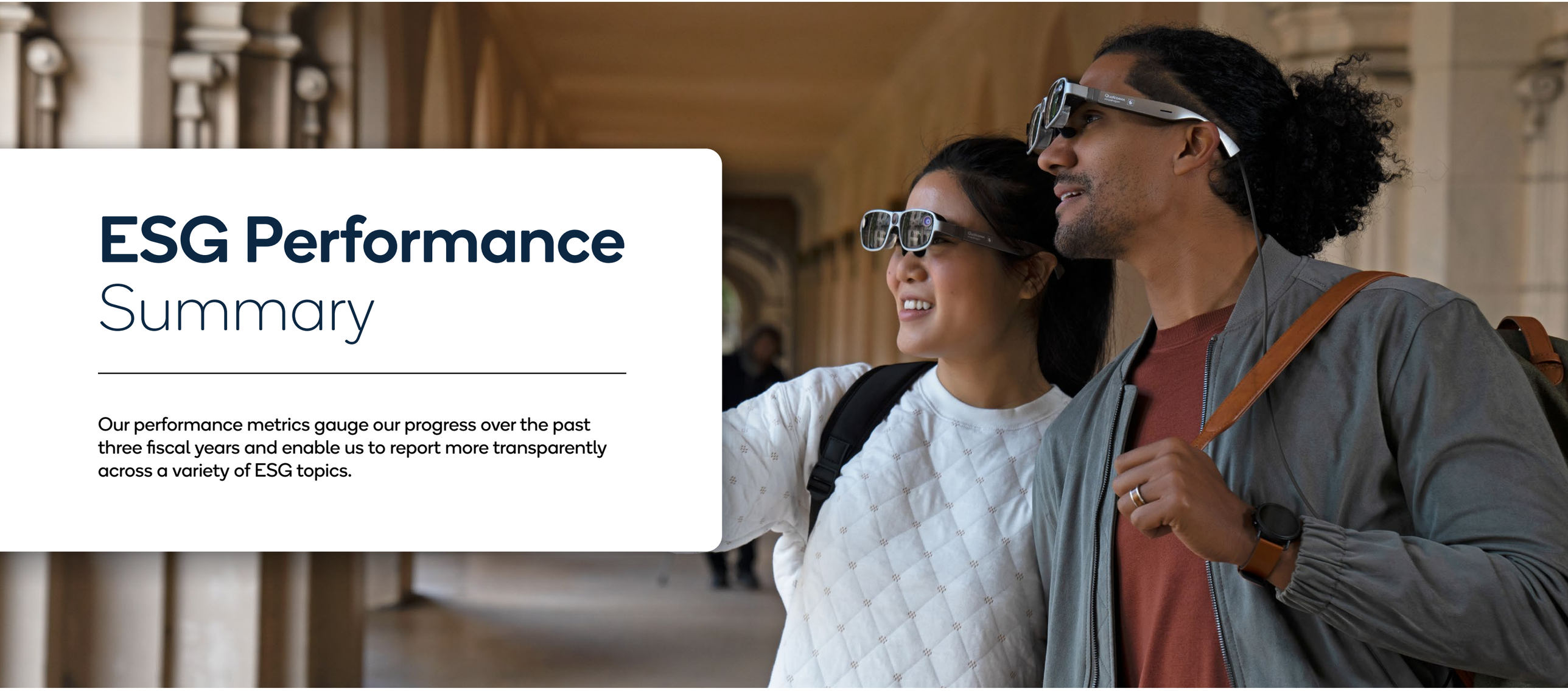
With Qualcomm's support of the E-Team program, VentureWell was able to train 190 diverse early-stage innovators from across the U.S. During this time, we also collaborated on efforts to advance diversity, equity and inclusion. For example, the VentureWell team updated program pre-work to establish individual and team values, and enhanced focus on individual reflection to create safe and more inclusive virtual spaces. We also participated in a community discussion focused on addressing underrepresentation of diverse innovators in the patent system.

As we move into 2022, we look forward to expanding our collaboration to focus on supporting individuals from underrepresented groups, identifying and deepening strategies to advance equity and inclusion within the program, and collaborating on efforts that highlight the importance of alleviating barriers and broadening access to innovation.

Shanghai Youren Foundation

Qualcomm continues to collaborate with the Xiaomi Corporation and the Shanghai Youren Foundation on an initiative supporting equal access to job opportunities for people with disabilities. Under this program, participants receive training in AI data tagging and are re-skilled for higher paying jobs. To equip program participants with the necessary skills, Qualcomm supported highly specialized training and data tagging system optimization for the Shanghai Youren Foundation. After participants receive training, Xiaomi hires participants to perform AI data tagging for some of their products. By 2021, 42 participants joined the program and are now trained with relevant technical job skills that we believe will empower them for years to come.

[1] Beyond the Hotspot: Supporting Equitable Distance Learning in San Diego County



ESG Performance Summary

Our performance metrics gauge our progress over the past three fiscal years and enable us to report more transparently across a variety of ESG topics.

NR in a given year, indicates that this metric was not reported.

Our Company		Units	2021	2020	2019
Total Consolidated Revenues by Segment	**Total**	**Dollars (in millions)**	**33,566**	**23,531**	**24,273**
	QCT (Qualcomm CDMA Technologies)	Dollars (in millions)	27,019	16,493	14,639
	QTL (Qualcomm Technology Licensing)	Dollars (in millions)	6,320	5,028	4,591
	QSI (Qualcomm Strategic Initiatives)	Dollars (in millions)	45	36	152
	Other[1]	Dollars (in millions)	182	1,974	4,891
Total Consolidated Revenues by Country[2]	**Total**	**Dollars (in millions)**	**33,566**	**23,531**	**24,273**
	China (including Hong Kong)	Dollars (in millions)	22,512	14,001	11,610
	Ireland	Dollars (in millions)	1,160	867	2,957
	Other foreign	Dollars (in millions)	6,120	4,570	4,532
	South Korea	Dollars (in millions)	2,368	2,964	2,400
	United States	Dollars (in millions)	1,406	1,129	2,774
Total Capitalization	Total capitalization - stockholders' equity	Dollars (in millions)	9,950	6,077	4,909
Our Products and Suppliers		**Units**	**2021**	**2020**	**2019**
Privacy and Security	Certified information privacy professionals	# of	10	8	8
	Privacy training hours	# of	1,463	1,309	125
	Targeted employees trained in privacy[3]	# of	3,180	NR	NR
	Targeted cybersecurity training campaigns	# of	4	9	9
	Employees trained in cybersecurity	# of	41,329	38,320	30,281

[1] Other revenues included revenues from nonreportable segments and certain revenues (and reduction to revenues) that were not allocated to our segments in our management reports because they were not considered in evaluating segment results.
[2] We report revenues from external customers by country based on the location to which our products or services are delivered, which for QCT is generally the country in which our customers manufacture their products, and for licensing revenues, the invoiced addresses of our licensees. As a result, the revenues by country presented herein are not necessarily indicative of either the country in which the devices containing our products and/or intellectual property are ultimately sold to consumers or the country in which the companies that sell the devices are headquartered. For example, China revenues could include revenues related to shipments of integrated circuits for a company that is headquartered in South Korea but that manufactures devices in China, which devices are then sold to consumers in Europe and/or the United States.
[3] Includes employees whose role requires the handling of personal data, as well as employees in countries where privacy training is required by law.

Our Products and Suppliers		Units	2021	2020	2019
(continued) **Privacy and Security**	Requests for customer information received from government/law enforcement agencies[4]	# of	0	0	0
	Complaints (breaches of customer privacy) received from outside parties and substantiated by Qualcomm[5]	# of	0	0	0
	Complaints from regulatory bodies[6]	# of	0	0	0
	Information security breaches involving customers' personally identifiable information[7]	# of	0	0	0
	Information security breaches or other cybersecurity incidents[8]	# of	0	0	0
	Amount of fines/penalties paid in relation to information security breaches or other cybersecurity incidents	Dollars	0	0	0
Supplier Metrics[9]	Suppliers who completed the RBA SAQ[10]	%	100	100	100
	Suppliers with all low-risk manufacturing facilities per RBA SAQ	%	100	100	100
	Suppliers who have completed an RBA VAP[11] audit in the last two years	%	78	78	78
	Suppliers who have completed an RBA VAP audit in the last two years, total non-conformances found	# of	52	60	NR
	Priority non-conformances	# of	2	0	NR
	Major non-conformances	# of	32	33	NR
	Minor non-conformances	# of	18	27	NR
	Suppliers who have completed an RBA VAP audit in the last two years and have achieved silver, gold or platinum recognition on one or more audits[12]	%	100	NR	NR
	Suppliers who provided us with greenhouse gas emissions data[13]	%	100	100	100
	Suppliers who provided us with water use data[13]	%	100	100	100
	Suppliers who have an ISO 14001 Certification[14]	%	100	100	100

[4] Limited to formal subpoenas, court orders or similar obligatory document or information demands regarding end-user consumer personal information issued by governmental or law enforcement.
[5] Customer privacy is defined as end-user consumers of a Qualcomm technology.
[6] Refers to formal legal proceedings initiated by regulatory bodies pertaining to privacy and/or data protection compliance related to end-user consumers of Qualcomm technology.
[7] Limited to instances involving end-user consumers of Qualcomm technology and requiring disclosure in company SEC filings.
[8] Limited to instances requiring disclosure in company SEC filings.
[9] Suppliers represent top 90% of total product-related spend. 2021 metrics represent fiscal year data. 2020 and 2019 represent calendar year data.
[10] Responsible Business Alliance (RBA) Self-Assessment Questionnaire (SAQ).
[11] Validated Assessment Program (VAP).
[12] Through verified closure of nonconformances identified in RBA VAP audits.
[13] Previous calendar year data.
[14] International Organization for Standardization (ISO) 14001 is the international standard for environmental management systems (EMS).

Our Products and Suppliers		Units	2021	2020	2019
Conflict Free Minerals[15]	RMAP-Conformant processing facilities[16]	# of	241	258	248
	RMAP-Conformant processing facilities[16]	%	98	81	83
Supplier Diversity	Total diverse suppliers registered[17]	# of	627	844	791
	Spending on U.S. government subcontract work directed at diverse businesses[18]	%	23	43	23
Our Environment		**Units**	**2021**	**2020**	**2019**
Energy and Air Quality	Electricity avoided as a result of our energy saving initiatives[19]	megawatt hours	61,408	59,577	53,878
	Emissions avoided as a result of our energy saving initiatives	tons	19,032	16,495	15,214
Greenhouse Gas (GHG) Emissions	CO_2 per gross square foot of facilities space (Scope 1 & 2)[20]	CO_2e metric tons	0.0224	0.0247	0.0172
	Total scope 1 - direct GHG emissions by weight (includes purchased carbon offsets)	CO_2e metric tons	106,659	112,479	75,290
	Total scope 2 - indirect GHG Emissions by weight (market based: emission factors where available, onsite solar energy and purchased International Renewable Energy Certificates (I-RECs))	CO_2e metric tons	171,932	203,047	114,060
	Total scope 3 - other indirect GHG emissions by weight[21]	**CO_2e metric tons**	**4,179,987**	**3,229,121**	**112,252**
	Scope 3 - purchased goods and services[22]	CO_2e metric tons	2,139,566	1,681,701	NR
	Scope 3 - capital goods	CO_2e metric tons	421,016	274,654	NR
	Scope 3 - fuel- and energy-related activities not included in Scope 1 and 2	CO_2e metric tons	68,769	66,222	NR
	Scope 3 - upstream transportation and distribution	CO_2e metric tons	132,285	124,744	NR
	Scope 3 - waste generated in operations	CO_2e metric tons	1,253	1,465	NR
	Scope 3 - business travel	CO_2e metric tons	3,806	12,655	80,928
	Scope 3 - employee commuting	CO_2e metric tons	27,028	27,650	30,324

[15] Amount represents prior-year calendar year data as of January 31, 2021.
[16] Responsible Minerals Assurance Process (RMAP).
[17] U.S. only.
[18] U.S. only. Increased spending on U.S. government subcontract work directed at diverse business in fiscal year 2020 was a result of purchasing IT equipment for one-time lab build-up.
[19] Annual avoided emissions of CO_2e due to cumulative investments made for energy and water efficiency for global facilities.
[20] 2021 and 2020 amounts represent fiscal year data for global facilities. 2019 amounts represent prior-year calendar data for global facilities.
[21] As of 2020, we expanded our reporting of Scope 3 emissions. Amount reported in 2019 represents estimated employee business air travel, business car rental and employee commuting.
[22] In 2021, we revised our methodology for calculating purchased goods and services. Supplier emissions data represent previous calendar year.

Our Environment		Units	2021	2020	2019
(continued) **Greenhouse Gas (GHG) Emissions**	Scope 3 - downstream transportation and distribution	CO_2e metric tons	124	24	NR
	Scope 3 - use of sold products	CO_2e metric tons	1,386,087	1,039,970	NR
	Scope 3 - end-of-life treatment of sold goods	CO_2e metric tons	52	37	NR
Direct Energy Consumption by Primary Source	Natural gas (facilities)	MMBtu	1,276,002	1,258,346	1,268,903
	Jet fuel (aviation-related)	gallons	197,741	315,101	740,002
	Vehicle gasoline (shuttle/test vehicles)	gallons	29,204	29,204	45,307
	Diesel fuel (cars/trucks)	gallons	5,278	5,278	8,466
	Diesel fuel (generators)	gallons	48,251	62,691	50,136
	Propane vehicle-truck	gallons	0	0	131
	Liquid petroleum gas (LPG)	gallons	8,116	8,116	6,520
	Renewable energy - onsite generation (owned)	megawatt hours	253	253	430
	Carbon offsets (purchased)	CO_2e metric tons	0	5,000	3,000
Indirect Energy Consumption by Primary Source	Non-renewable electricity (purchased)	megawatt hours	343,263	403,638	246,675
	Renewable energy - power purchase agreements (purchased)	megawatt hours	55,006	26,268	12,331
	Renewable energy - International Renewable Energy Certificates (I-RECs) (purchased)	megawatt hours	98,208	21,862	12,000
	Indirect heating (purchased for leased sites)	megawatt hours	31,348	31,764	21,168
Significant Air Emissions[23]	NOx	tons	19.86	9.87	8.6
	SOx	tons	6.91	0.33	0.34
	VOC	tons	2.09	9.34	0.69

[23] All NOx, SOx and VOC data includes manufacturing sites.

Our Environment		Units	2021	2020	2019
Waste Management	**Total non-hazardous waste**	**metric tons**	**2,435**	**2,948**	**3,767**
	Non-hazardous waste recycled	metric tons	1,207	1,564	1,699
	Non-hazardous waste to landfill	metric tons	1,228	1,384	2,068
	Total hazardous waste	metric tons	1,024	693	37
	Hazardous waste recycled	metric tons	516	234	31
Employee Engagement Events	Personal paper shredding collection events for employees[24]	tons	N/A	0.5	1.5
	Personal e-waste collection events for employees[25]	pounds	N/A	975	5,689
E-Waste Collection	E-waste collection	pounds	366,548	413,590	523,887
Water Management	**Total water withdrawals[26]**	**million gallons**	**773**	**635**	**171**
	Potable water withdrawals - water utilities	million gallons	667	551	99
	Reclaimed water withdrawals- water utilities	million gallons	106	84	72
	Water consumed	million gallons	152	218	86
	Water discharged	million gallons	621	417	85
	Ultrapure water usage	million gallons	0	NR	NR
Our Workplace		**Units**	**2021**	**2020**	**2019**
Workforce	**Total workforce**	**# of**	**45,575**	**40,905**	**37,200**
	Regular employees	%	91	92	91
	Temporary employees	%	9	8	9

[24] San Diego only. 2021 personal paper shredding collection event for employees postponed due to COVID-19.
[25] San Diego only. 2021 personal e-waste collection events for employees postponed due to COVID-19.
[26] 2021 and 2020 water data represent global operations. 2019 data represents both owned and leased facilities in San Diego, San Jose and Santa Clara, California.

Our Workplace		Units	2021	2020	2019
(continued) **Workforce**	Employees by region - US	%	34	37	NR
	Employees outside of US by region - Americas[27]	%	1	1	NR
	Employees outside of US by region - APAC[28]	%	22	21	NR
	Employees outside of US by region - EMEA[29]	%	9	9	NR
	Employees outside of US by region - India	%	34	32	NR
	Employees that are foreign nationals	%	12	13	NR
Turnover and Employee Engagement	Employee involuntary turnover rate	%	1.3	1.0	4.0
	Employee voluntary turnover rate	%	6.8	4.7	7.0
	Employees responding to employee survey[30]	%	47	60	80
	Employees who feel proud to work for Qualcomm[31]	%	90	90	83
	Employees who are confident in Qualcomm's future[31]	%	91	90	76
Business Conduct Hotline	**Total business hotline cases**	**# of**	**122**	**140**	**78**
	Business hotline cases - identified	# of	47	35	19
	Total business hotline cases - anonymous	# of	75	105	59
	Business hotline allegations by issue type[32]				
	Issue type - accounting and auditing matters	%	2	1	NR
	Issue type - antitrust, competition or regulatory compliance	%	3	1	NR

[27] Countries included in Americas: Argentina, Brazil, Canada and Mexico.
[28] Countries included in APAC: Australia, China (PRC), Hong Kong, Indonesia, Japan, Republic of Korea, Malaysia, Singapore, Taiwan, Thailand and Vietnam.
[29] Countries included in EMEA: Austria, Belgium, Czech Republic, Finland, France, Germany, Ireland, Israel, Italy, Netherlands, Russian Federation, South Africa, Spain, Sweden, Switzerland and United Kingdom.
[30] 2021, 2020 and 2019 surveys were company-wide surveys (full census).
[31] Based on employee survey results.
[32] Percentages may not total 100 due to rounding.

Our Workplace		Units	2021	2020	2019
(continued) **Business Conduct Hotline**	Issue type - ask a question	%	20	16	NR
	Issue type - conflict of interest	%	6	6	NR
	Issue type - discrimination or harassment	%	16	23	NR
	Issue type - falsification of contracts, reports or records	%	2	3	NR
	Issue type - misconduct or inappropriate behavior	%	22	29	NR
	Issue type - misleading sales, marketing or advertisement	%	1	1	NR
	Issue type - misuse of intellectual property	%	3	1	NR
	Issue type - theft	%	1	3	NR
	Issue type - financial crime	%	2	0	NR
	Issue type - intellectual property infringement	%	1	0	NR
	Issue type - other/unknown	%	21	17	NR
Inclusion and Diversity[33]	Nationalities represented[34]	# of	117	109	117
	Languages spoken[34]	# of	92	74	74
	Women on the Board of Directors	%	29	25	25
	Women overall[34]	%	22.6	22.3	19.7
	Manager and above	%	17.3	16.9	16.0
	Technical	%	18.0	17.3	16.4
	American Indian/Alaska Native - overall	%	0.2	0.2	0.2
	Manager and above	%	0.2	0.2	0.2
	Technical	%	0.2	0.1	0.1

[33] Unless otherwise indicated, inclusion and diversity data is for U.S. only.
[34] Global.

Our Workplace		Units	2021	2020	2019
(continued) **Inclusion and Diversity**[35]	Asian - overall	%	61.7	60.9	60.0
	Manager and above	%	51.1	49.5	49.1
	Technical	%	66.8	66.1	65.6
	Black/African American - overall	%	1.5	1.5	1.5
	Manager and above	%	1.3	1.3	1.3
	Technical	%	1.3	1.4	1.3
	Hispanic or Latino - overall	%	4.8	4.7	4.6
	Manager and above	%	4.0	4.0	3.9
	Technical	%	3.8	3.7	3.6
	Native Hawaiian/Pacific Islander - overall	%	0.2	0.2	0.3
	Manager and above	%	0.2	0.2	0.2
	Technical	%	0.2	0.2	0.2
	Two or more races - overall	%	2.1	2.0	1.9
	Manager and above	%	1.5	1.6	1.4
	Technical	%	1.6	1.6	1.5
	People with disabilities	%	2.6	2.7	3.0
	Veterans	%	2.1	1.9	2.4

[35] Unless otherwise indicated, inclusion and diversity data is for U.S. only.

Our Workplace		Units	2021	2020	2019
Employee Training and Development	Classroom training course enrollments	# of	97,452	69,988	74,166
	Instructor-led training courses offered	# of	1,401	1,763	1,303
	Online training courses offered	# of	16,965	16,320	14,945
	Average training and development hours per full time employee	hours	18	NR	NR
	Average amount spent per full time employee on training and development	Dollars	210	NR	NR
	Training by employee group: individual contributor	hrs/employee	18	13	13
	Training by employee group: management	hrs/employee	17	14	16
	Training by employee group: executive	hrs/employee	10	8	6
	Employees receiving training with mandatory programs	%	100	95	100
	Employees receiving training without mandatory programs	%	83	74	75
Workplace Safety	Lost Time Incident Rate (LTIR)	Per 200,000 hrs worked	0.02	0.01	<0.01
	Total Recordable Incident Rate (TRIR)	Per 200,000 hrs worked	0.12	0.171	0.34
	Work-related fatalities	# of	0	0	0
Our Community		**Units**	**2021**	**2020**	**2019**
Corporate Citizenship	Employees participating in employee grant programs	# of	3,099	2,739	2,910
	Nonprofit organizations helped by employee grant programs	# of	1,711	1,544	1,659

Our Community		Units	2021	2020	2019
(continued) **Corporate Citizenship**	**Annual corporate citizenship contribution - total**[36]	**Dollars**	**39,110,391**	**NR**	**NR**
	Charitable giving[37]	%	44	NR	NR
	Community investments[38]	%	52	NR	NR
	Commercial initiatives[39]	%	4	NR	NR
Wireless Reach	Stakeholders[40]	# of	699	674	655
	Programs since 2006[40]	# of	132	126	119
	Active programs[41]	# of	35	NR	NR
	Countries[40]	# of	49	48	47
	Beneficiaries[40]	# of	24,335,693	22,961,434	18,484,769
STEM Education	Student beneficiaries[42]	# of	561,063	NR	NR
	Teacher beneficiaries[42]	# of	12,817	NR	NR
	Thinkabit Lab collaborators	# of	22	NR	NR
	STEM community partnerships	# of	20	NR	NR
	Employee Thinkabit Lab volunteer hours[43]	# of	92.5	NR	NR
	Employee involved as volunteers of Thinkabit Lab[43]	# of	34	NR	NR
	Employee *FIRST* volunteer hours	# of	2,204	15,735	12,361
	Employees involved as volunteers of *FIRST*	# of	110	206	259

[36] Total contributions from Qualcomm and the Qualcomm Foundation.
[37] Refers to one-off or occasional support to good causes in response to the needs and appeals of charitable and community organizations, requests from employees or in reaction to external events such as emergency relief situations. These are often thought of as traditional philanthropy or grant-making.
[38] Refers to long-term strategic involvement in, and partnership with, community organizations to address a limited range of social issues chosen by the company to protect its long-term corporate interests and enhance its reputation.
[39] Refers to business-related activities in the community, usually undertaken by commercial departments to directly support the success of the company, promoting its corporate and brand identities and other policies, in partnership with charities and community-based organizations.
[40] Cumulative data since 2006.
[41] Programs that are currently using Qualcomm Wireless Reach funds.
[42] Includes STEM community partnerships and Qualcomm Thinkabit Lab.
[43] Thinkabit Lab summer STEM programs only.

Progress on **Our Goals**

Progress on Our Goals

Goals	2021 Progress
Enrich the lives of 27 million people by continuing to bring technology to underserved communities around the world through Wireless Reach by 2025.	In 2021, we launched six new projects and, since 2006, have enriched the lives of over 24 million people.
Ensure 100% of our primary semiconductor manufacturing suppliers are audited every 2 years for conformance to the Supplier Code of Conduct by 2025.	As of 2021, 78% of our primary semiconductor manufacturing suppliers have received audits for conformance to the Supplier Code of Conduct.
Reduce absolute Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions by 30% from our global operations compared to a 2014 baseline by 2025.	We've reduced our Scope 1 and Scope 2 GHG emissions by approximately 24%, and we achieved The Climate Registry's (TCR) Climate Registered™ Platinum status.
Continue to inspire the next generation of inventors by engaging 1.5 million students and teachers across the globe in our strategic STEM initiatives: our home-grown Thinkabit Lab, our collaboration with *FIRST*® and our STEM community partnerships by 2025.	In 2021, through our social investments in the future workforce, we reached 561,063 students and 12,817 teachers. Since its creation in 2014, our home-grown Thinkabit Lab program has inspired over 85,000 students in the US to be the next generation of inventors. Qualcomm has been a proud supporter of *FIRST* since 2006. In 2021, we collaborated to expand its innovation program to also include middle and high school students in the *FIRST* Tech Challenge and *FIRST* Robotics Competition for the first time, enabling *FIRST* to provide 23,580 students in 13 countries with opportunities to innovate and drive solutions to real-world problems.

Goals	2021 Progress
Increase Representation of Women in Leadership* by 15% by 2025. **Increase Underrepresented Minorities (URM**) Leadership representation by 15% by 2025.** **Increase overall URM representation by 20% by 2025.**	We continue our focused approach to finding top talent and our use of training and development as key recruitment tools to increase our hiring rate for women and URMs while also reducing attrition within both groups. In 2021, we leveraged over 30 successful partnerships with different organizations that focus on the promotion and hiring of diverse candidates across the technology and engineering pipeline. We launched the Pathways Program, which provides employment opportunities for non-traditional experienced and early career talent. We continued to ensure that all our recruiters are trained on inclusive hiring techniques.
Reduce power consumption by 10%, every year*, in our flagship Snapdragon Mobile Platform products by 2025.**	Year over year, we reduced power consumption by at least 10%*** in our flagship Snapdragon products when averaged across all use cases.
Reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 from a 2020 base year.	This goal was set in 2021. We will provide our first progress report in 2022.
Reduce absolute Scope 3 GHG emissions by 25% by 2030 from a 2020 base year.	This goal was set in 2021. We will provide our first progress report in 2022.
Reach net-zero global GHG emissions for Scopes 1, 2, and 3 by 2040.	This goal was set in 2021. We will provide our first progress report in 2022.

*Leadership is defined as individuals at the Principal and above level in technical roles, and Director and above in non-technical roles.
**For technical positions, "URM" includes Black, Latinx, Native Hawaiian or other Pacific Islander, and American Indian or Native American.
For non-technical positions, "URM" includes Black, Latinx, Native Hawaiian or other Pacific Islander, American Indian or Native American, and Asian.
***Given equivalent features.

Global Reporting Initiative Content Index

GRI Standard	Disclosure Number	Disclosure Title	Response
General Disclosures			
Organizational Profile	**102-1**	Name of the organization	Qualcomm Incorporated
	102-2	Activities, brands, products and services	We are organized on the basis of products and services and have three reportable segments. We conduct business primarily through our QCT semiconductor business and our QTL licensing business. QCT develops and supplies integrated circuits and system software based on 3G/4G/5G and other technologies, including RF front-end, for use in mobile devices, automotive systems for telematics, connectivity and digital cockpit and IoT including wireless networks, broadband gateway equipment, consumer electronic devices and industrial devices. QTL grants licenses or otherwise provides rights to use portions of our intellectual property portfolio, which includes certain patent rights essential to and/or useful in the manufacture and sale of certain wireless products. Our QSI reportable segment makes strategic investments. We also have nonreportable segments, including Qualcomm Government Technologies (QGOV), our cloud AI inference processing initiative and other technology and service initiatives.
	102-3	Location of headquarters	San Diego, California
	102-4	Location of operations	We have employees in 33 countries. Our headquarters and certain research and development and network management hub operations are located in San Diego, California, USA. We also operate leased manufacturing facilities in Germany, China and Singapore; and we own and lease properties around the world for use as sales and administrative offices and research and development centers, primarily in the United States, India and China. Several other owned and leased facilities are under construction totaling approximately 960 thousand additional square feet, primarily related to the construction of new facilities in India and Taiwan.
	102-5	Ownership and legal form	We incorporated in California in 1985 and reincorporated in Delaware in 1991. We operate our businesses through our parent company, QUALCOMM Incorporated, and multiple direct and indirect subsidiaries. We have developed our corporate structure in order to address various legal, regulatory, tax, contractual compliance, operational and other matters. Substantially all of our products and services businesses, including QCT, and substantially all of our engineering, research and development functions, are operated by Qualcomm Technologies, Inc. (QTI), a wholly-owned subsidiary of QUALCOMM Incorporated, and QTI's subsidiaries. QTL is operated by QUALCOMM Incorporated, which owns the vast majority of our patent portfolio. Neither QTI nor any of its subsidiaries has any right, power or authority to grant any licenses or other rights under or to any patents owned by QUALCOMM Incorporated.

GRI Standard	Disclosure Number	Disclosure Title	Response
(continued) **Organizational Profile**	**102-6**	Markets served	Our technologies and products are offered in more than 100 countries. We are a global leader in the development and commercialization of foundational technologies for the wireless industry. Our technologies and products are used in mobile devices and other wireless products, and are sold across industries and applications beyond mobile handsets, including automotive and IoT (which includes the industries and applications of consumer, industrial and edge networking), among others. Our inventions have helped power the growth in smartphones, which have connected billions of people. We are a leader in 3G (third generation), 4G (fourth generation) and 5G (fifth generation) wireless technologies. We derive revenues principally from sales of integrated circuit products, including our Snapdragon® family of highly-integrated, system-based solutions and licensing of our intellectual property, including patents and other rights. The foundational technologies we invent help power the modern mobile experience, impacting how the world connects, computes and communicates. We share these inventions broadly through our licensing program, enabling wide ecosystem access to technologies at the core of mobile innovation and through the sale of our wireless integrated circuit platforms (also known as integrated circuit products, chips or chipsets) and other products. We collaborate across the ecosystem, including manufacturers, operators, developers, system integrators, cloud providers, tool vendors, service providers, governments and industry standards organizations, to enable a global environment to drive continued progress and growth. A small number of customers/licensees historically have accounted for a significant portion of our consolidated revenues. In fiscal year 2021, revenues from Apple, Samsung and Xiaomi each comprised 10% or more of our consolidated revenues.
	102-7	Scale of the organization	In Fiscal Year (FY) 2021: Total number of employees: 45,000 Total number of operations: We have employees in 33 countries. Total consolidated revenues: 33,566 million USD Total capitalization: 9,950 million USD Quantity of products: We offer over 1,000 different semiconductor products, including processors, modems, RF systems, 5G, 4G and legacy connectivity solutions and optimized software.
	102-8	Information on employees and other workers	Total number of permanent employees, by gender: Male: 32,073 Female: 9,386 Total number of employees by employment contract (permanent and temporary), by region: Americas: 15,335 regular; 797 temporary APAC: 9,592 regular; 374 temporary EMEA: 3,904 regular; 169 temporary India: 12,628 regular; 2,776 temporary Total number of employees by employment type (full-time and part-time), by gender: Male: 31,944 full-time; 129 part-time Female: 9,299 full-time; 87 part-time

GRI Standard	Disclosure Number	Disclosure Title	Response
(continued) **Organizational Profile**	*(continued)* **102-8**	Information on employees and other workers	Employment data is as of October 1st, 2021. We collect gender data for permanent employees only. Countries included in Americas: United States, Argentina, Brazil, Canada and Mexico Countries included in APAC: Australia, China (PRC), Hong Kong, Indonesia, Japan, Republic of Korea, Malaysia, Singapore, Taiwan, Thailand and Vietnam Countries included in EMEA: Austria, Belgium, Czech Republic, Finland, France, Germany, Ireland, Israel, Italy, Netherlands, Russian Federation, South Africa, Spain, Sweden, Switzerland and United Kingdom
	102-9	Supply chain	Other than for our RF front-end modules and RF filter products (described below), QCT utilizes a fabless model, which means that we do not own or operate foundries for the production of silicon wafers from which our integrated circuits are made. Therefore, we primarily rely on third parties to perform the manufacturing and assembly, and most of the testing, of our integrated circuits based primarily on our proprietary designs and test programs. Our suppliers also are responsible for the procurement of most of the raw materials used in the production of our integrated circuits. We employ both turnkey and two-stage manufacturing models to purchase our integrated circuits. Under the turnkey model, our foundry suppliers are responsible for delivering fully assembled and tested integrated circuits. Under the two-stage manufacturing model, we purchase die in singular or wafer form from semiconductor manufacturing foundries and contract with separate third parties for manufacturing services such as wafer bump, probe, assembly and the majority of our final test requirements. The primary foundry suppliers for our various digital, analog/mixed-signal, RF and PM integrated circuits are Global Foundries, Samsung Electronics, Semiconductor Manufacturing International Corporation (SMIC), Taiwan Semiconductor Manufacturing Company (TSMC) and United Microelectronics. The primary semiconductor assembly and test suppliers are Advanced Semiconductor Engineering, Amkor Technology, Siliconware Precision Industries and STATSChipPAC. The majority of our foundry and semiconductor assembly and test suppliers are located in the Asia-Pacific region. QCT primarily uses internal fabrication facilities to manufacture certain RF front-end modules and RF filter products, and its manufacturing operations consist of front-end and back-end processes. The front-end processes primarily take place at manufacturing facilities located in Germany and Singapore and involve the imprinting of substrate wafers with the structure and circuitry required for the products to function (also known as wafer fabrication). The back-end processes include the assembly, packaging and test of RF front-end modules and RF filter products and their preparation for distribution. The back-end manufacturing facilities are located in China and Singapore.
	102-10	Significant changes to the organization and its supply chain	No significant changes to the organization's size, structure, ownership or supply chain have occurred during the reporting period.
	102-11	Precautionary Principle or approach	We practice the "precautionary principle" of identifying and taking preventative measures regarding chemicals, including in circumstances in which there is a high degree of scientific uncertainty regarding potentially hazardous chemicals. Our own policies are often more stringent than applicable law. We continuously monitor opportunities to improve our products and make them as sustainable as technically and economically feasible.

GRI Standard	Disclosure Number	Disclosure Title	Response
(continued) **Organizational Profile**	**102-12**	External Initiatives	The externally-developed charters, principles, and other initiatives to which the company subscribes or endorses are covered in the relevant sections of the 2021 Qualcomm Corporate Responsibility Report.
	102-13	Membership of associations	Our Memberships and Industry Affiliations
Strategy	**102-14**	Statement from senior decision-maker	A letter from our CEO is included in our 2021 Corporate Responsibility Report.
Ethics and Integrity	**102-16**	Values, principles, standards and norms of behavior	Qualcomm values are Purposeful Innovation, Passionate Execution, Collaborative Community and Unquestioned Integrity. The Qualcomm Way: Our Code of Business Conduct serves as a guide for our everyday work, helping us through ethical challenges and offering reminders and best practices along the way. It aims to build integrity into everything we do as a company. Our Code of Ethics promotes honest and ethical conduct; full, fair accurate, timely and understandable disclosures; holds all employees and members of our Board of Directors accountable for compliance with applicable governmental laws, rules and regulations; prompt internal reporting of violations of the Code; and accountability for adherence to the Code. Our Supplier Code of Conduct, which is the RBA Code of Conduct, provides standards and guidelines with regard to labor, health and safety, environment, ethics and management expectations of our suppliers.
	102-17	Mechanisms for advice and concerns about ethics	We have a formal, third-party operated grievance and remedy mechanism through our Business Conduct Hotline. The hotline is a comprehensive and confidential reporting tool available for anyone, external or internal, to raise concerns, ask questions or seek guidance anonymously, to the extent permitted by local law. Our Open Door Philosophy encourages everyone to speak up and raise concerns. In addition to the Business Conduct Hotline, concerns can be raised to direct managers, any member of management, the Human Resources Department, the Legal Department and the Office of Compliance. More information on this can be found in our FCPA and Anti-Corruption Policy.
Governance	**102-18**	Governance structure	The highest governance body is the Board of Directors (the "Board") of Qualcomm Incorporated. The present standing Board committees are: the Audit Committee, the HR and Compensation Committee and the Governance Committee. The Governance Committee of the Board provides oversight on corporate responsibility matters, including ESG policies, programs and initiatives, and the HR and Compensation Committee of the Board provides oversight on our workforce diversity and inclusion programs and initiatives. The Corporate Responsibility Leadership Committee, composed of executives and senior management, provides guidance on global corporate responsibility issues. The Corporate Responsibility Governance Committee implements directives from the Corporate Responsibility Leadership Committee, measures progress on achieving our goals and reports to management on accomplishments and challenges.

GRI Standard	Disclosure Number	Disclosure Title	Response
Stakeholder Engagement	**102-40**	List of stakeholder groups	Our key stakeholders include our employees, investors and stockholders, customers, suppliers, government officials and regulators, communities and representatives of NGOs, among others.
	102-41	Collective bargaining agreements	None of our United States employees are covered by collective bargaining agreements. Outside the United States, less than 50% of our employees are covered by collective bargaining agreements. We are compliant with all collective agreements regarding significant operational changes as required by country laws and regulations.
	102-42	Identifying and selecting stakeholders	Our approach to identification and selection of stakeholders includes consideration of people, organizations and communities that can affect or be affected by our Company's operations, products or services. These include our employees, investors and stockholders, customers, suppliers, government officials and regulators, communities and representatives of non-governmental organizations (NGOs), among others.
	102-43	Approach to stakeholder engagement	Conversations with our key stakeholders are essential to assuring that our corporate responsibility strategy aligns with the current needs of our business and meets the expectations of the people, organizations and communities that have an interest in our Company. We consistently seek ways to better communicate with stakeholders and obtain their feedback on a variety of corporate responsibility-related topics. We provide more detail on our approach to Stakeholder Engagement in our 2021 Corporate Responsibility Report.
	102-44	Key topics and concerns raised	The materiality assessments described in Our Corporate Responsibility Strategy and Priorities incorporated key issues raised through stakeholder engagement. Our response to these issues is contained on our Corporate Responsibility website and in our 2021 Corporate Responsibility Report.
Reporting Practice	**102-45**	Entities included in the consolidated financial statements	We operate our businesses through our parent company, QUALCOMM Incorporated, and multiple direct and indirect subsidiaries. Substantially all of our products and services businesses, including QCT, and substantially all of our engineering, research and development functions, are operated by QTI, a wholly-owned subsidiary of QUALCOMM Incorporated, and QTI's subsidiaries. QTL is operated by QUALCOMM Incorporated, which owns the vast majority of our patent portfolio. Neither QTI nor any of its subsidiaries has any right, power or authority to grant any licenses or other rights under or to any patents owned by QUALCOMM Incorporated.
	102-46	Defining report content and topic Boundaries	We strengthen our approach to corporate responsibility by undertaking regular, third-party materiality assessments. These exercises include research, interviews with key leaders from across the Company and engagement with stakeholders. The findings help us prioritize the corporate responsibility issues that are most important to our business and our key stakeholders. By identifying our top corporate responsibility priorities, we can then focus our resources, programs and reporting on these core topics. We worked with external consultants from BSR, a global nonprofit business network dedicated to sustainability, to conduct materiality assessments approximately every three years since 2013.
	102-47	List of material topics	Purposeful Innovation, Diversity and Inclusion, Ethics and Governance, Sustainable Product Design, Privacy and Security, Public Policy and Regulation
	102-48	Restatements of information	None

GRI Standard	Disclosure Number	Disclosure Title	Response
(continued)	**102-49**	Changes in reporting	There have been no significant changes from previous reporting periods in the list of material topics and topic boundaries.
Reporting Practice	**102-50**	Reporting period	This report covers our 2021 fiscal year: September 28, 2020 to September 26, 2021. In some instances, data is collected and reported on a calendar rather than a fiscal year basis. Such exceptions, as well as any other exceptions to the reporting period, are noted within the report. Financial data is reported in U.S. dollars. The information and data in this report includes Qualcomm Incorporated and its consolidated subsidiaries, unless otherwise stated.
	102-51	Date of most recent report	Our 2020 Qualcomm Corporate Responsibility Report covers events and highlights occurring in our 2020 fiscal year: from September 30, 2019 to September 27, 2020.
	102-52	Reporting cycle	Since our founding in 1985, Qualcomm has been committed to bettering the societies where we live and work. We have been producing an annual sustainability/corporate responsibility report since 2006.
	102-53	Contact point for questions regarding report	We welcome comments and feedback at qsr@qualcomm.com.
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.
	102-55	GRI content index	Our GRI Content Index is included in our annual Corporate Responsibility Report and on our Corporate Responsibility website.
	102-56	External assurance	Use of external assurance is noted in our Corporate Responsibility Report for the elements where it has been received. The report as a whole has not received external assurance from an independent reviewer.
Topic-Specific Standards			
Qualcomm Material Topic: Purposeful Innovation			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Purposeful Innovation See 102-50, 102-54, 102-56 (above)
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities Wireless Reach
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities

GRI Standard	Disclosure Number	Disclosure Title	Response
	203-1	Infrastructure investments and services supported	Wireless Reach brings advanced wireless technologies to underserved people and communities. These programs demonstrate pioneering uses of our Company's mobile innovations to help drive human and economic progress in underserved areas globally.
	203-2	Significant indirect economic impacts	Our Wireless Reach programs have benefited more than 24 million people in 49 countries on five continents since 2006 through the application of our technology across education, entrepreneurship, healthcare, public safety and environmental sustainability.
Qualcomm Material Topic: Ethics and Governance			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Ethical Governance See 102-50, 102-54, 102-56
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities FY21 Annual Report on Form 10-K FY21 Proxy Statement Corporate Governance The Qualcomm Way: Our Code of Business Conduct Code of Ethics RBA Code of Conduct/Supplier Code of Conduct
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities
	205-1	Operations assessed for risks related to corruption	At least annually, we evaluate our Company for risks related to corruption. We also assess additional risk areas on a case-by-case basis.
	205-2	Communication and training about anti-corruption policies and procedures	Qualcomm requires our employees and temporary workers to complete a policy training and certification process every 12-24 months covering our Code of Business Conduct and our Global Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Policy and program. As of September 30, 2021, 99% of Qualcomm employees, temporary workers and interns completed the 2020 Code of Business Conduct Training and Certification requirement, which is assigned to all employees and temporary workers, and to all new employees upon hire. In addition, 69 instructor-led training sessions on Qualcomm's Global FCPA and Anti-Corruption Compliance program were offered and attended by 3,603 employees in externally facing business functions (Sales, Business Development, Marketing, Government Affairs, Ventures and Procurement) and assurance partners (Legal, Finance, Accounting, HR and Internal Audit) in FY21.
	205-3	Confirmed incidents of corruption and actions taken	None

GRI Standard	Disclosure Number	Disclosure Title	Response
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Information about legal and regulatory proceedings can be found in our FY21 Annual Report on Form 10-K.
	419-1	Non-compliance with laws and regulations in the social and economic area	None
Qualcomm Material Topic: Sustainable Product Design			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Sustainable Product Design Human Rights See also 102-50, 102-54, 102-56
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities The Qualcomm Way: Our Code of Business Conduct RBA Code of Conduct/Supplier Code of Conduct Human Rights Statement UNGC Communication on Progress
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities
	307-1	Non-compliance with environmental laws and regulations	Qualcomm received no significant monetary fines and no non-monetary sanctions for non-compliance with environmental laws and regulations in 2021.
	308-1	New suppliers that were screened using environmental criteria	All new suppliers representing the top 90+% of total product-related spend were screened using environmental criteria.
	308-2	Negative environmental impacts in the supply chain and actions taken	All suppliers representing the top 90+% of total product-related spend were screened for environmental impacts. In 2021, no suppliers were identified as having significant actual or potential negative environmental impacts.

GRI Standard	Disclosure Number	Disclosure Title	Response
	407-1	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk	Qualcomm is unaware of any operations in which the right to exercise freedom of association and/or collective bargaining are at significant risk.
	408-1	Operations and suppliers identified as having significant risk for incidents of child labor	Qualcomm is unaware of any operations in which there is a significant risk for incidents of child labor.
	409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	Qualcomm is unaware of any operations in which there is a significant risk for incidents of forced or compulsory labor.
	414-1	New suppliers that were screened using social criteria	All new suppliers representing the top 90+% of total product-related spend were screened using social criteria.
	414-2	Negative social impacts in the supply chain and actions taken	All suppliers representing the top 90+% of total product-related spend were screened for social impacts. In 2021, no suppliers were identified as having significant actual or potential negative social impacts.
	416-1	Assessment of the health and safety impacts of product and service categories	Qualcomm addresses the sustainability of our products through our Environmental Management System and various hazardous-substance elimination programs. We strive to apply the "precautionary principle." We take preventative measures regarding certain chemicals, even if science hasn't indicated clear environmental or health hazards. Our own requirements are often more stringent than applicable law. Health and Safety
	416-2	Incidents of non-compliance concerning the health and safety impact of products and services	None

GRI Standard	Disclosure Number	Disclosure Title	Response
Qualcomm Material Topic: Public Policy and Regulation			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Public Policy Ethical Governance See also 102-50, 102-54, 102-56
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities FY21 Annual Report on Form 10-K FY21 Proxy Statement Corporate Governance The Qualcomm Way: Our Code of Business Conduct Code of Ethics RBA Code of Conduct/Supplier Code of Conduct
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities
	415-1	Political contributions	Political Contributions and Expenditures Policy Disclosures Under Political Contributions and Expenditures Policy The Governance Committee of the Board oversees our political activity and contributions to ensure consistency with our business objectives and public policy priorities, including reviewing our Political Contributions and Expenditures Policy annually and reviewing reports on our political contributions and expenditures no less than annually.
Qualcomm Material Topic: Privacy and Security			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Privacy and Security See also 102-50, 102-54, 102-56
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities Privacy Principles Privacy Policy The Qualcomm Way: Our Code of Business Conduct RBA Code of Conduct/Supplier Code of Conduct

GRI Standard	Disclosure Number	Disclosure Title	Response
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities Privacy and Security
	410-1	Security personnel trained in human rights policies or procedures	100% of security personnel are trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We did not receive any substantiated complaints regarding breaches of customer privacy or data in 2021 or in the three years prior.
Qualcomm Material Topic: Diversity and Inclusion			
	103-1	Explanation of the material topic and its Boundary	Our Corporate Responsibility Strategy and Priorities Global Inclusion and Diversity Also see 102-50 102-54 102-56
	103-2	The management approach and its components	Our Corporate Responsibility Strategy and Priorities Equal Employment Opportunity and Affirmative Action Supplier Diversity Policy The Qualcomm Way: Our Code of Business Conduct RBA Code of Conduct/Supplier Code of Conduct
	103-3	Evaluation of the management approach	Our Corporate Responsibility Strategy and Priorities

GRI Standard	Disclosure Number	Disclosure Title	Response
	405-1	Composition of governance bodies and employees	Qualcomm Board of Directors: % male: 71 % female: 29 % over 50 years old: 100 % minority: 29 Qualcomm Employees (Manager and above): % male: 82.7 % female: 17.3 % under 30 years old: 0.3 % 30-50 years old: 71.4 % over 50 years old: 28.3 % minority: 7.3 Qualcomm Employees (Technical): % male: 82 % female: 18 % under 30 years old: 27.0 % 30-50 years old: 61.3 % over 50 years old: 11.6 % minority: 7.1 Minority on the Board of Directors is defined as non-white and/or LGBTQ. Minority data is United States only. Minority in manager and above category and technical employees is defined as American Indian/Alaska Native, Black/African American, Hispanic/Latino, Native Hawaiian/Pacific Islander or two or more minority groups.
	406-1	Incidents of discrimination and corrective actions taken	Qualcomm has never been found by a court to have unlawfully discriminated against any of our employees.

Sustainability Accounting Standards Board Index

Topic	SASB Code	Metric	Response
Greenhouse Gas Emissions	**TC-SC-110a.1**	(1) Gross global Scope 1 emissions (2) amount of total emissions from perfluorinated compounds *Metric tons (t) CO_2e*	(1) Total gross Scope 1 emissions for Qualcomm globally is 106,659 tCO_2e (2) Total emissions from perfluorinated compounds are 32,367 tCO_2e
Greenhouse Gas Emissions	**TC-SC-110a.2**	(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, (2) emission reduction targets, and (3) an analysis of performance against those targets Discussion & analysis	**(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions.** Other than for our RF front-end modules and RF filter products, our QCT semiconductor business utilizes a fabless production model, which means that we do not own or operate foundries for the production of silicon wafers from which our integrated circuits are made. Because we are primarily fabless, our Scope 2 emissions are more significant than our Scope 1 emissions. Thus, our GHG goals represent a company-wide absolute target related to both Scope 1 and Scope 2 emissions. We believe that climate change is a serious environmental, social and economic threat that calls for immediate and concerted action among all sectors of society. That's why in 2021, we expanded our commitment to reducing our operational greenhouse gas (GHG) emissions to our value chain and ensured our new targets were aligned to the latest climate science by committing to and joining the Science-Based Targets Initiative. Specifically, adding on to our existing 2025 greenhouse gas reduction goal, we set three new ambitious, long-term targets: • To reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 from 2020 base year • To reduce absolute Scope 3 GHG emissions by 25% by 2030 from 2020 base year • To reach net-zero global operational GHG emissions for Scopes 1, 2 and 3 by 2040 We also maintain our 2025 GHG reduction goal, consistent with science-based reductions required to keep global warming well below 2°C, to reduce absolute Scope 1 and 2 GHG emissions by 30% compared to a 2014 base year. Balancing these ambitions while also growing a global Company demands forward thinking. Our three-part emissions mitigation strategy to meet these targets includes transitioning to renewable energy in top operational footprint regions via long term Power Purchase Agreements (PPAs), decarbonizing our operations through the replacement of high global warming potential gases in our manufacturing processes and transitioning our cogeneration plants at our San Diego, California headquarters to back-up power, and a minimal amount of Renewable Energy Credits (RECs) and carbon offsets for residual emissions. **(2) emissions reduction targets** **Type:** Absolute Target **Target coverage:** Company-wide **Scope(s):** 1+2 (market-based) **Targeted reduction from base year (%):** 30% **Timelines:** Base year: 2014; Start year: 2015; Target year: 2025 **% of target achieved:** 24% **Base year emissions covered by target (metric tons CO_2e):** 368,547 tCO_2e **Scope 1:** 121,977 tCO_2e **Scope 2 market-based:** 246,550 tCO_2e **Target status:** Underway

Topic	SASB Code	Metric	Response
(continued) **Greenhouse Gas Emissions**	**TC-SC-110a.2**	(1) Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, (2) emission reduction targets, and (3) an analysis of performance against those targets Discussion & analysis	**(3) an analysis of performance against those targets** We are on track to meet our 2025 GHG goal and achieved a reduction of approximately 24% in fiscal year 2021. One of the ways we are achieving our GHG reduction is by designing energy efficiencies into our facilities infrastructure. As part of these efforts, we have successfully completed the test phase of a Plasma Enhanced Chemical Vapor Deposition (PECVD) chamber cleans project. The project, conducted at our German manufacturing facility, replaces high global warming potential gases used in our processes, such as SF6 and NF3, with a Fluorine-based gas mixture that has a global warming potential of zero, thereby greatly reducing our direct Scope 1 emissions. In 2021, we signed a 10-year structured renewable energy agreement with Shell Energy North America (US), L.P. (Shell Energy). The deal enables us to secure approximately 115,000 megawatt-hours of 100% renewable energy annually to power our headquarters campus in San Diego, reducing our Scope 2 emissions. The agreement includes an annually increasing portion of renewable power and RECs generated from resources located in California. It also supports the further development of the Shell Maverick 4 and Maverick 7 solar installations which will improve the mix of green energy sources flowing into the California Independent System Operator (ISO) grid. Additionally, our manufacturing facilities in China, Germany and Singapore have been International Organization for Standardization (ISO) 14001 (Environmental Management System Standard) certified since 1999 and ISO 45001 (Occupational Health and Safety standard) certified since January 2021. Our facility in Germany has obtained ISO 50001 (Energy Management System standard) certification since 2014 and we plan to expand this certification to our Singapore and China facilities by 2023. Qualcomm's strategy for complying with regulatory carbon trading systems in both California and the EU is to follow all applicable guidance and directives issued by the California and EU systems. Qualcomm has also proactively collaborated with regulators to ensure compliance; for example, by determining which of our California operations are subject to Cap and Trade (CaT) regulations, in consultation with regulators, and which are exempt. We continue to deploy activities and invest in programs that support our advancement in the reduction of our emissions. We intend to continue to opt, where possible, for the generation of clean energy and the deployment of new technologies to reduce our environmental impact, among other measures. We are committed to taking action and making a positive contribution in the fight against climate change. For more information on Qualcomm's environmental responsibility efforts, please see: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design/environment
Energy Management in Manufacturing	**TC-SC-130a.1**	(1) Total energy consumed, (2) percentage grid electricity (3) percentage renewable *Gigajoules (GJ), Percentage (%)*	For our manufacturing sites, (1) Total energy consumed is 692,344GJ; this includes (2) 65% of grid electricity and (3) 35% from renewable energy sources

Topic	SASB Code	Metric	Response
Water Management in Manufacturing	**TC-SC-140a.1**	(1) Total water withdrawn, and (2) total water consumed, % of each in regions with High or Extremely High Baseline Water Stress *Thousand cubic meters (m^3), Percentage (%)*	(1) Total water withdrawn is 2,087.25m^3, (2) Total water consumed is 219.79m^3. Our manufacturing facility in Wuxi, China is located in a high baseline water stress region based on the information by the World Resources Institute (WRI) Water Stress Map. 22% of our water consumed in manufacturing is from Wuxi.
Waste Management in Manufacturing	**TC-SC-150a.1**	(1) Amount of hazardous waste from manufacturing, and (2) percentage recycled *Metric tons (t), Percentage (%)*	For our manufacturing sites, (1) Total hazardous waste is 758 metric tons; (2) 35% recycled.
Employee Health & Safety		Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	**Employee Health and Safety** Workplace health and safety is one of Qualcomm's highest priorities. We integrate environment, health and safety (EHS) principles and practices into our everyday operations, ensuring a safe and healthy workplace for our employees, contractors, visitors, and communities. Our EHS Policy highlights our commitment to proactively manage workplace health and safety risks while continually improving our established management system. We maintain compliance with applicable legal and other requirements, regularly monitor and improve EHS performance, mitigate hazards and risks, and incorporate industry best practices. The policy also provides a framework for setting and reviewing EHS objectives. Our EHS governance framework and global EHS management system, which are overseen at the highest levels of the Company, enable us to effectively manage risk, ensure regulatory compliance and address the health and safety needs of our employees and contractors. Starting with our Policy as the foundation, our EHS management system (code of practice) comprises of a series of globally applicable Core Principles, Standards and assurance processes that are structured using the ISO 14001 and ISO 45001 frameworks as a foundation. The EHS Code of Practice serves as a guide for developing a broad range of programs for the protection of workers and the environment into our day-to-day business management systems. It provides the framework to establish an overall strategy, and an organizational structure for managing Qualcomm EHS program.

Topic	SASB Code	Metric	Response
(continued) **Employee Health & Safety**		Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	Qualcomm requires all its worldwide offices, labs, and manufacturing sites to apply the EHS Code of Practice to avoid, mitigate and manage health and safety risks. The EHS Code of Practice is periodically reviewed and updated to maintain alignment with industry best practice and ensure continuous improvement. Qualcomm sites are required to conduct self-assessments as part of our annual compliance assurance process. Lab management and local EHS engineers conduct more frequent spot checks and inspections to assess compliance. In addition, we require regular internal EHS audits to verify the effective implementation of our EHS programs, as well as periodic external audits to verify the compliance status of country-specific regulatory requirements. For more information on Qualcomm's Environment, Health and Safety Code of Practice: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design/environment/health-and-safety For more information on Qualcomm's Environment, Health and Safety Policy: https://www.qualcomm.com/media/documents/files/environment-health-and-safety-policy.pdf **Product Responsibility** At Qualcomm, we address the sustainability of our products through the Company's Environmental Management System and various hazardous substance elimination programs. We strive to apply the "precautionary principle." We take preventative measures regarding certain chemicals, even if science has not indicated clear environmental or health hazards. Our own requirements are often more stringent than applicable law. Qualcomm has been proactive in removing lead from our products since 1999. We introduced lead-free flip-chips in 2010. Since then, we have been incorporating a lead-free design into our new integrated-circuit products whenever technically and economically feasible. Regulations do not prohibit the use of all brominated and chlorinated compounds in our products. Nevertheless, we've been proactive in eliminating them because of the potential hazards they pose. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design
Employee Health & Safety		Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	(1) $0 in Fiscal Year 2021

Topic	SASB Code	Metric	Response
Recruiting & Managing Global and Skilled Workforce	**TC-SC-330a.1**	(1) Percentage of employees that are foreign nationals and (2) Percentage of employees that are located offshore	(1) 12% of employees globally are foreign nationals. (2) Employees in the US: 34% Employees outside of the US by region - Americas: 1% Employees outside of the US by region - APAC: 22% Employees outside of the US by region - EMEA: 9% Employees outside of the US by region - India: 34% Implementing our business strategy requires specialized engineering and other talent, as our revenues are highly dependent on technological and product innovations. Our future success depends on our ability to continue to innovate which includes our ability to identify, attract, retain and motivate qualified employees. Highly skilled talent, especially in the areas of science, technology, engineering and math (STEM) is vital to the success of our industry and to the future of technological innovation around the world. Thus, the market for employees in our industry is extremely competitive. Finding top engineering talent is key to our success at Qualcomm. More than two-thirds of our employees are engineers. To ensure that we can attract top talent, we must be able to hire the best engineers, regardless of their country of origin. Beyond fierce competition for talent across our industry and with our competitors, existing immigration laws make it more difficult for us to recruit and retain highly skilled foreign nationals, making the pool of available talent even smaller. If we are unable to attract and retain qualified employees, our business may be harmed. Additionally, increased competition to recruit highly skilled and talented individuals can increase costs. At Qualcomm, we address this risk by supporting existing and future employees through a dedicated team of talent acquisition specialists, including immigration specialists. We also have experts in immigration law across our legal team and an outside legal firm that support our Company's hiring and recruitment efforts and help our in-house immigration team. Qualcomm has been a committed partner to countries around the world for more than 30 years, supporting policies that encourage innovation, foster the proliferation of mobile technology and enable business-friendly environments globally. We engage in public policy efforts to support regulations that are aligned to today's economic reality. Our Government Affairs team participates in diverse advocacy efforts that contribute to helping us ensure that immigration laws support our Company's ability to develop leading edge technologies specifically and our innovation-based, global economy in general. Our advocacy efforts, as they relate to immigration laws and recruiting a global workforce, are generally implemented through collaborations with trade associations and diverse coalitions of employers. For more information on our public policy efforts around immigration, please visit Qualcomm's public policy webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/public-policy For more information on risk factors related to retaining and attracting talent, please visit our latest 10-K: https://investor.qualcomm.com/sec-filings/annual-reports

Topic	SASB Code	Metric	Response
Product Lifecycle and Management	**TC-SC-410a.1**	(1) Percentage of products by revenue that contain IEC 62474 declarable substances	(1) products representing 2.14% of our revenues contain IEC 62474 declarable substances. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design
Product Lifecycle and Management	**TC-SC-410a.2**	(1) Processor energy efficiency at a system-level for servers, (2) Processor energy efficiency at a system-level for desktops, and (3) Processor energy efficiency at a system-level for laptops	We do not disclose single percentages for these product categories as defined by this metric. Due to the numerous and diverse types of products in our portfolio, as well as the continued release of new products to the market, we believe it is more relevant to report on our efforts around product efficiency in performance and discuss our sustainable product design efforts. For more information on our efforts to design products in a sustainable and responsible manner, please see our Sustainable Product Design webpage: https://www.qualcomm.com/company/corporate-responsibility/responsible-business/sustainable-product-design For more information on Qualcomm® Quick Charge™ technology, which allows charging of smartphones and devices up to 10 degrees C cooler, up to 4X faster, and up to 70% more efficiently than with previous solutions, please see our Quick Charge 5 webpage: https://www.qualcomm.com/products/features/quick-charge#:~:text=Qualcomm%C2%AE%20Quick%20Charge%E2%84%A2,one%20method%20for%20fast%20charging.&text=Quick%20Charge%205%20is%20world's,%2C%20accessories%2C%20and%20safety%20features. For more information on our Artificial Intelligence (AI) related products and power efficiency as a primary area of AI research and development, please see our Artificial Intelligence website: https://www.qualcomm.com/invention/artificial-intelligence For more information on Qualcomm's efforts around 5G IoT, including Qualcomm Technologies latest 212 LTE IoT modem, the world's most power-efficient, single mode, NB2 IoT chipset, please see our 5G IoT webpage: https://www.qualcomm.com/invention/5g/internet-of-things Qualcomm Quick Charge is a product of Qualcomm Technologies, Inc. and/or its subsidiaries.

Topic	SASB Code	Metric	Response
Materials Sourcing	**TS-SC-440a.1**	(1) Description of the management of risks associated with the use of critical materials	Qualcomm is aware of concerns that minerals mined in conflict areas in the Democratic Republic of the Congo (DRC) and adjoining countries may be making their way into the electronics industry supply chain and may be fueling human rights violations and environmental degradation in the DRC region. Qualcomm strives to provide DRC conflict free products. We support industry-wide efforts to drive transparency in the supply chain. As part of our commitment to sourcing excellence, we're working to ensure that the minerals in our products were not mined in ways that contribute to human rights violations in the DRC region. We expect our suppliers to obtain materials from environmentally and socially responsible sources, including conflict free sources within the DRC and adjoining countries. Our conflict free minerals policy communicates the expectation that our direct suppliers obtain materials from environmentally and socially responsible sources, including conflict free sources within the Covered Countries. Our due diligence measures have been designed to conform, in all material respects, to the framework provided by the OECD Guidance. More information about our conflict free mineral efforts, including more details on our due diligence process as well as measures we performed for the reporting period to exercise due diligence on the source and chain of custody of our necessary conflict minerals that may have originated in the Covered Countries, can be accessed in our conflict free minerals webpage: https://www.qualcomm.com/company/sustainability/products/conflict-free-minerals. And conflict free minerals report: https://www.qualcomm.com/media/documents/files/2020-conflict-minerals-report.pdf
IP Protection and Competitive Behavior	**TS-SC-520a.1**	(1) Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Information related to litigation and legal proceedings is disclosed in our Annual Report on Form 10-K and in our Quarterly Reports on Form 10-Q. This documentation is publicly available through our Investor Relations website and on SEC.gov. FY21 10-K Annual Report: https://investor.qualcomm.com/sec-filings/annual-reports/content/0001728949-21-000076/0001728949-21-000076.pdf (pp. 43, pp. F-14) Investors Relations Website 10-Q Forms: https://investor.qualcomm.com/sec-filings/all-sec-filings?form_type=10-Q&year=

Task Force on Climate-related Financial Disclosures Index

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
Governance: Disclose the organization's governance around climate-related risks and opportunities.		
a) Describe the board's oversight of climate-related risks and opportunities.	The Governance Committee of the Board of Directors (the Board) provides oversight on ESG matters, including climate-related issues. The Qualcomm Corporate Responsibility Leadership Committee is composed of executives and senior management from across the Company, including Human Resources, Legal, Government Affairs, Supply Chain, Ethics and Compliance, Investor Relations, Operations and Finance. This Committee reports at least annually on the Company's ESG policies, programs, initiatives and reporting, including climate change and water-related issues, to the Governance Committee of the Board.	2021 CDP Climate Change Survey Questions **C1.1a** and **C1.1b**
b) Describe the management's role in assessing and managing climate-related risks and opportunities.	The Chief Financial Officer (CFO) reports directly to the President and Chief Executive Officer (CEO). The CFO provides overarching guidance on ESG matters, including climate-related issues and has these responsibilities because they hold the highest management-level position on the Corporate Responsibility Leadership Committee and are part of Qualcomm's Executive Team.	2021 CDP Climate Change Survey Question **C1.2a**
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. **b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.**	**Qualcomm defines short, medium and long-term time horizons as follows:** Short-term: 0 – 5 years Medium-term: 5 – 10 years Long-term: 10 – 15 years **Climate-related Risks Impact:** To date, we have not identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on our business. We plan to continue to monitor for climate-related risks on a regular basis. **Climate-related Opportunities:** Opportunity type and driver: Products and services. Primary potential impact: Increased revenues through access to new and emerging markets. Description: Our 5G breakthroughs are helping transform industries, like telemedicine and remote education, and driving efficiencies with always-connected mobile PCs, smart cities and smart factories. These innovations can have profound effects - from the positive impacts for human and machine productivity, to maximizing performance while using less power, to ultimately transforming industries and enriching lives around the world. Through smart infrastructure, we're helping to reduce hazards, complications and costs associated with water and lighting, for example, by enabling cities and regional governments to better maintain and manage city infrastructure and efficiencies. Cities are preparing to use 5G to monitor air and water quality in real time, while also utilizing connected-car technology designed to minimize traffic jams and reduce emissions while improving safety.	2021 CDP Climate Change Survey Questions **C2.1a, C2.3, C2.3b, C2.4, C2.4a**

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
(continued) **a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.** **b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.**	Opportunity type and driver: Development of new products or services through R&D and innovation. Primary potential impact: Increased revenues resulting from increased demand for products and services. Description: Qualcomm is developing technologies that will improve energy efficiency in mobile devices and other applications. For example, the Snapdragon 5G Mobile Platforms feature a comprehensive modem-to-antenna system solution for 5G multimode devices, designed to intelligently work together to consistently deliver high cellular speeds, superior coverage and outstanding power efficiency across numerous applications. Similarly, Qualcomm Technologies Cellular Vehicle-to-Everything (C-V2X) technology continues to become the preferred technology for vehicles to communicate with one another and with their surroundings and to promote improved safety, traffic efficiency and support for automated vehicles. This technology allows vehicles to work closely with traffic signal controllers, ensuring reduction in carbon emissions and optimization of traffic efficiency. Opportunity type and driver: Resources efficiency through the use of more efficient production and distribution processes. Primary potential impact: Reduced indirect (operating) costs. Description: Recognizing the growing importance of efficient, low-emission operations, Qualcomm has implemented a number of more efficient building systems across its facilities portfolio.	
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	In 2020, we conducted our first company-wide climate scenario analysis (CSA). Our qualitative evaluation included 1.5°C, 2°C, and 4°C warming scenarios. Under the 4°C scenario, global warming reaches 4°C by 2100, relative to pre-industrial temperatures, and climate policy is less ambitious. In the 2°C scenario, global warming reaches 2°C above pre-industrial levels, and climate policy is more aggressive compared to the 4°C policy. In the 1.5°C scenario, global warming will be limited to rising well below 2°C above pre-industrial levels by the end of the century, and it is generally assumed that society acts rapidly to limit GHG emissions. We assessed a limited set of risks: price of carbon (transition risk), coastal flooding, high heat days, water stress, extreme cold days, average temperature and air pollution (physical risks). As we evaluated the possible impacts to our Company under these three scenarios, we focused on the potential for increased operating costs and increased business interruption across our operations. We leveraged standardized, third-party climate modeling data, such as the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs), and applied internal data sources such as our global GHG emissions, water use and facilities data.	Information on our climate scenario analysis can be found on our Corporate Responsibility Website and in our 2020 Corporate Responsibility Report.

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
(continued) **c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.**	Potential Impacts: • Water stress in India, China, Germany, Singapore and the United States, where high-value operations are located, could pose an escalating risk of business interruption and increased operating costs, regardless of the future climate warming scenario. • An increased number of high heat days in the United States, Singapore and India could pose an escalating risk of business interruption and increased operating costs in both 4°C and 2°C CSAs but could occur earlier and be greater in magnitude in the 4°C CSA. • An increase in average temperatures in the United States and Germany could pose an escalating risk of business interruption and increased operating costs in both 4°C and 2°C CSAs but could occur earlier and be greater in magnitude in the 4°C CSA. • Coastal flooding and sea level rise threaten host cities in Taiwan, China, India, the United States and the United Kingdom with an escalating risk of business interruption and increased operating costs, regardless of the future climate warming scenario. • Workforce exposure to air pollution in the United States, China and India could continue to pose a moderate risk of business interruption and increased operating costs, regardless of the future climate warming scenario. • The risk of increased operating costs due to the price of carbon primarily occurs for facilities in Germany and China in the 4°C CSA and the 2°C CSA. This risk is greater in magnitude in the 1.5°C CSA for high emissions facilities in India, China and the United States. Based on the results of this analysis, we don't recognize any current material risks and, therefore, have not initiated any immediate mitigation pathways. We plan to continue to monitor these assessments on a regular basis to stay ahead of any emerging risks.	
Risk Management: Disclose how the organization identifies, assesses and manages climate-related risks.		
a) Describe the organization's process for identifying and assessing climate-related risks. **b) Describe the organization's processes for managing climate-related risks.** **c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.**	To determine which risks and/or opportunities could have a substantive financial or strategic impact, potential risks are classified either as company-level, when evaluated during the materiality assessment process (see below), or asset-level, when evaluated through Qualcomm's Business Continuity Program. Company-level risks: Qualcomm regularly conducts materiality assessments to determine which corporate responsibility impacts we consider to be substantive at the corporate level. During the materiality assessment process, risks are evaluated based on a combined score from two indices of importance: importance to business success and importance to stakeholders. Importance to business success includes considerations such as impact on manufacturing and operations, technology and innovation, revenue and cost. Importance to stakeholders includes considerations such as governmental regulations, environmental agreements and corporate responsibility-related investment decisions. Materiality is determined by combining a risk's scores on a variety of business and environmental indices according to a proprietary weighting formula. A risk is considered to be material in part if it has a significant impact in any of these categories, and the magnitude of corporate responsibility risks (including climate-related risks) are considered with equal weight as the risk's importance to business success. *Note: The definition and use of "materiality" above is not the same as the Company uses for U.S. Securities and Exchange Commission purposes.*	2021 CDP Climate Change Survey **C2.2, C2.2a**

TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
(continued) **a) Describe the organization's process for identifying and assessing climate-related risks.** **b) Describe the organization's processes for managing climate-related risks.** **c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.**	Asset-level risks: Qualcomm's Business Continuity Program utilizes a risk/hazard assessment process to identify and evaluate such risks on a regional basis. The risk/hazard assessment process ranks man-made and environmental risks (including climate-related risks) using quantifiable resources to determine the likelihood of occurrence. Consultation with site leads are completed to rate the potential size and scope of specific impacts. This process is completed on a recurring basis, and the outputs are presented to the regional business continuity management teams. Qualcomm manages risks based on the outcome of the risk analysis conducted. The Business Resilience Program helps document recovery guidelines and procedures to allow Qualcomm to continue critical business functions in the event of disaster. Disasters include local incidents like building fires, regional physical incidents like earthquakes, or national incidents like pandemic illnesses, including impacts based on climate change. The output is presented to the regional business resilience management teams. Those management teams utilize the risk assessment process to mitigate, insure or accept asset risks. In addition to risk management through the Business Resilience Program process, Qualcomm also uses the results of annual sensitivity analyses around each identified risk to inform its strategic planning.	
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process. **b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.** **c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**		Our climate-related metrics and targets can be found on our Corporate Responsibility Website and in our 2020 Corporate Responsibility Report.

	CO_2e Metric Tons 2021	CO_2e Metric Tons 2020*	CO_2e Metric Tons 2019**
Total **Scope 1** – Direct GHG Emissions by Weight (includes purchased carbon offsets).	106,659	112,479	75,290
Total **Scope 2** – Indirect GHG Emissions by Weight (market-based: emission factors where available and purchased International Renewable Energy Certificates and Emission Reduction Credits)	171,932	203,047	114,060
Total **Scope 3** – Other Indirect GHG Emissions by Weight	4,179,987	3,229,121	112,252***

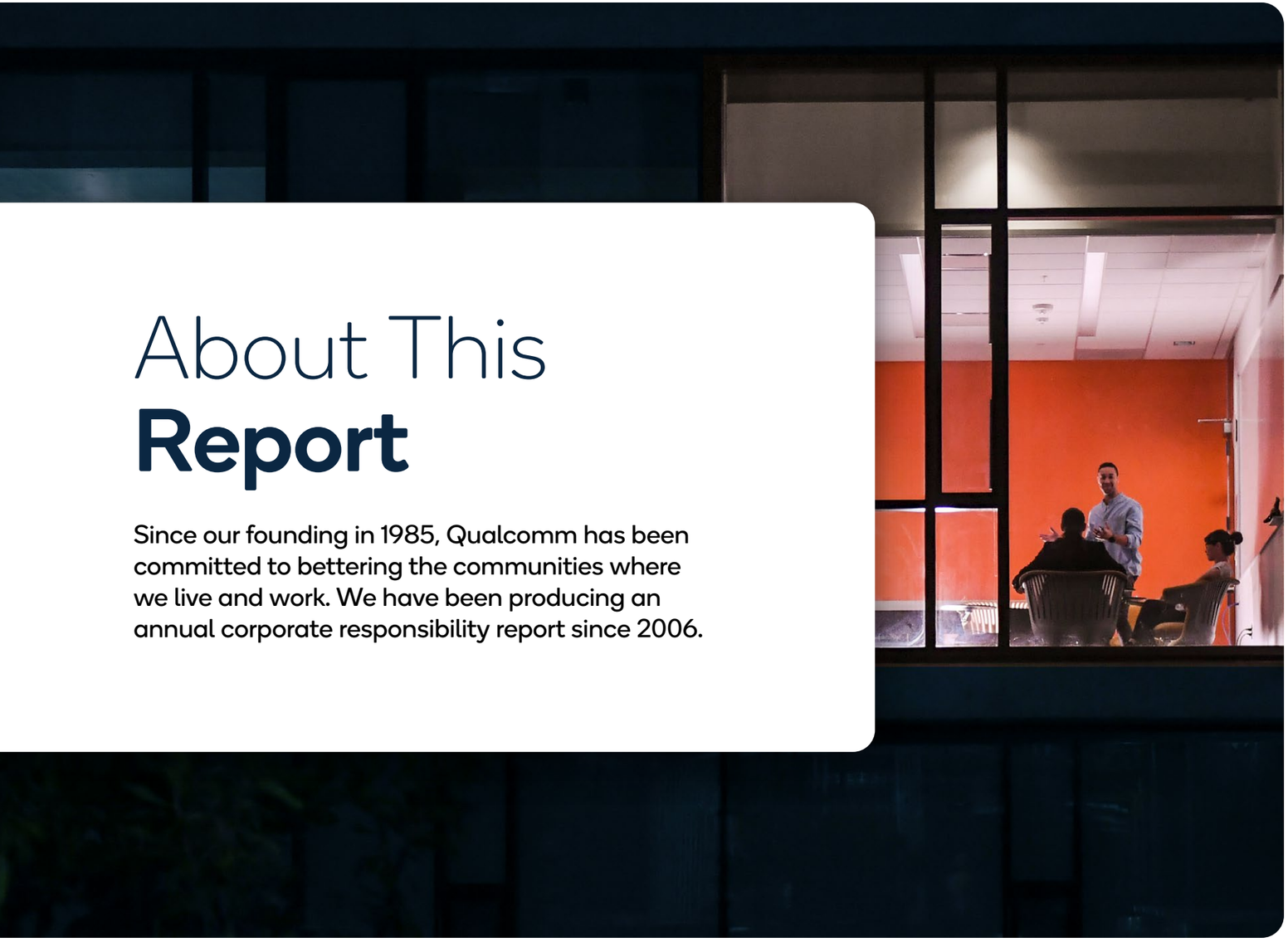
TCFD Recommendation	Qualcomm Disclosure	Disclosure Source
(continued) **a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.** **b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.** **c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.**	*In 2020, we expanded our reporting of Scope 3 GHG emissions to include upstream and downstream transportation and distribution, fuel- and energy- related activities not included in Scopes 1 and 2, waste generated in operations, business travel, employee commuting, use of sold products and end-of-life treatment of sold products. **Amount represents prior-year calendar data. ***Amount represents estimated emissions across business travel and employee commuting. We continually look for ways to reduce our global greenhouse gas (GHG) emissions. Our GHG reduction goals are as follows: 1. To reduce absolute Scope 1 and Scope 2 GHG emissions by 30% by 2025 from a 2014 base year 2. To reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 from 2020 base year 3. To reduce absolute Scope 3 GHG emissions by 25% by 2030 from a 2020 base year 4. To reach net-zero global GHG emissions for Scopes 1, 2 and 3 by 2040 We've reduced our Scope 1 and Scope 2 GHG emissions by approximately 24%.	

Our alignment with the

United Nations Sustainable Development Goals (SDGs)

Qualcomm's 2030 Vision is our roadmap to inform big-picture thinking on corporate responsibility issues that are most important to our Company, and will help us identify where we can collaborate with key stakeholders to create sustainability solutions.

Our 2030 Vision						
Develop transformative mobile technologies that are widely adopted in support of a sustainable world.	Employ a workforce that more closely reflects the demographics of the communities in which we do business.	Be recognized as a global leader in business conduct and ethics.	Maintain adherence to our supplier code of conduct in our extended supply chain.	Ensure that respect for human rights is integrated into all key business decisions.	Ensure sustainable and transparent management of our climate and water impacts across our value chain.	Actively engage stakeholders in our corporate responsibility programs.
1 NO POVERTY 4 QUALITY EDUCATION 6 CLEAN WATER AND SANITATION 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES	5 GENDER EQUALITY 10 REDUCED INEQUALITIES	7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS



About This **Report**

Since our founding in 1985, Qualcomm has been committed to bettering the communities where we live and work. We have been producing an annual corporate responsibility report since 2006.

Boundary and Scope

This report covers our 2021 fiscal year: September 28, 2020 to September 26, 2021. In some instances, data is collected and reported on a calendar rather than a fiscal year basis. Such exceptions, as well as any other exceptions to the reporting period, are noted within the report. Financial data is reported in U.S. dollars. The information and data in this report includes Qualcomm Incorporated and its consolidated subsidiaries, unless otherwise stated.

Disclosure and Assurance

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

The content of this report was developed using the GRI's "principles for defining report content": materiality, completeness, stakeholder inclusiveness and sustainability context. Our use of the materiality principle encompassed our whole value chain, both within and outside the Company, but it is not the same materiality principles relevant for U.S. Securities and Exchange Commission purposes.

Our energy, air quality and GHG emissions data have been third-party verified. The report as a whole has not been externally assured.

Additional information about our operations and financial statements is available in our Annual Report on Form 10-K.

Additional information about corporate responsibility at Qualcomm is available at https://www.qualcomm.com/company/corporate-responsibility.

Qualcomm

We welcome your comments and feedback at qsr@qualcomm.com

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